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Knowledge, Action and the Public Concern

ATLANTA, GEORGIA
AUGUST 11 - 16
2006

How to Use the Program Guide



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

Go to Section B – Conference Program Guide which acts as a quick reference guide, listing sessions by day in an easy-to-use overview format similar to a television guide. Sessions are displayed by day part (Morning, Afternoon and Evening) and each meeting location is displayed with sponsors and a brief description of sessions. If you want to find out more information about a particular session, continue to either Section C – Summary Overview by Sponsor, or

Summary Overview by Sponsor, or Section D – Session Details.

NOTE: Session start and end times in this section are approximate, please refer to **Section D – Session Details**, for the exact information. The Friday through Sunday early afternoon sessions are, for the most part, Professional Development Workshops (PDW) and committee activities and meetings. The All Academy opening is on Sunday afternoon followed by an evening reception. Monday through Wednesday sessions are the scholarly sessions, i.e., paper sessions and symposia. Monday and Tuesday evening are also times for division receptions, business meetings and social hours.

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Looking for a session sponsored by a specific division, interest group, committee or sponsor?

Go to Section C – Summary Overview by Sponsor where all conference activities are listed by the division or interest group sponsoring specific sessions or meetings. Sessions are listed by day, time and location. Also the session numbers are listed so you can reference Section D – Session Details for more information or the full description of a particular session.

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		12	EC Room 3068	SPDW: Corponitiv Venturing
		14	CC-Room 313B	SPDW Milliaring Global Comparisons
		21	SH Mau Baltuom	SPDW: Strategic Computations
	2:00pm	26	HH Sea Print Suite 5-4	SPDW: Creating The New Generation
	I:00pm	30	DC Room 317A	SPDW: Research Development Workshop
	3-30pm	33	CC Room 305B	SPDW: CE Writer a Workshop
			CC Room 308 (A&B)	Dischoral Christoffium

Looking for a full description of a session?

Go to Section D – Session Details to review all the details of a particular session. Because the sessions are numbered consecutively for the entire Annual Meeting, you can first locate the session number throughout the other sections of the program. In Section D – Session Details you will find the full title, the listing of session participants, the papers or presentations included in the session and any additional instructions for attendees or participants. The symbols located next to the session number indicate the orientation(s) that apply for that given session, paper or presentation. For example the period next to the session number indicates that the session is themeoriented. For a listing of all abbreviations and symbols used in the program, see the inside back cover.

Qualitative Research Methods (10190) 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. a SPDW: (CAR. MC. MSR) Complexity. Energy and

Looking for someone on the program?

Go to Section F – Participant Index where you will find an alphabetical listing of conference participants followed by the numbers of the sessions associated with a particular individual.

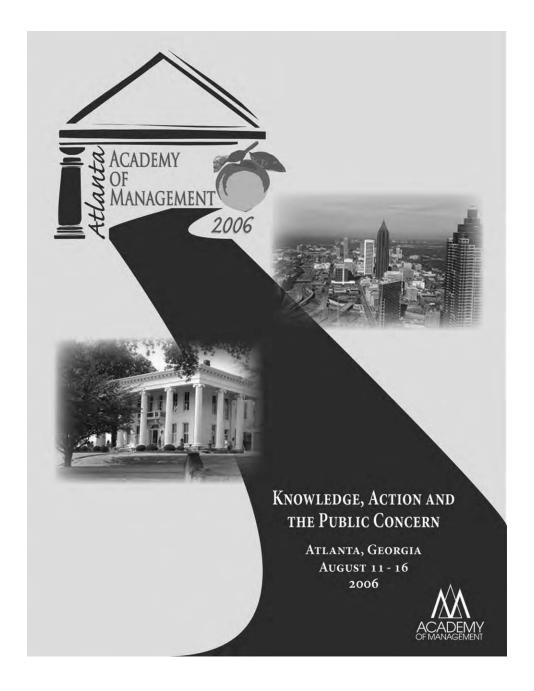
	Participant Index	
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a 534	(215) 898-6598 allatta@wharton.upenn.edu 657	La
ampaign) 217	Allen, Belinda C.(U. of Melbourne) 61-3-834-43707 allenbc@unimelb.edu.au 623, 984	
	Allen, David B.(Instituto De Empresa)	
63-1591	david.allen@ie.edu 1132	

Looking for a specific meeting room in a conference hotel?

Once you've found a session, you may need to refer to the conference hotel floor plans found toward the back of this book in **Section G – Hotel Floor Plans** in order to find out the room, floor or specific location within the hotel.

We hope we have made the Program easy to use so you can make the most of this year's Academy of Management Annual Meeting.

Academy of Management 2006 Annual Meeting



http://meetings.aomonline.org/2006

Atlanta Marriott Marquis 265 Peachtree Center Avenue Atlanta, GA 30303 Hyatt Regency Atlanta 265 Peachtree Street, NE Atlanta, GA 30303 Hilton Atlanta 255 Courtland Street, NE Atlanta, GA 30303

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Welcome to the 2006 AOM Annual Meeting in Atlanta

On behalf of the many members and staff who have worked extremely hard to organize this year's meeting, we welcome you to Atlanta for the 66th Annual Meeting of the Academy of Management. As a professional association of approximately 16,000 members from 94 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.

Program Participation

This year's program vividly demonstrates the strong commitment of our members to the annual meeting. The 2006 Call for Papers generated 4,343 scholarly submissions and 334 professional development workshops (PDWs), for a grand total of 4,677 submissions. Over 6,000 people participate on this year's program, and over 4,000 members volunteered as reviewers. We thank everyone who stepped forward to make this exciting program a wonderful reality.

2006 Theme: Knowledge, Action and the Public Concern

In 2006, the Academy of Management once again invites management scholars from around the globe to convene, consort and attend. Like every Academy meeting, there will be excellent conversation, good friends and, of course, good cheer. This year's theme explores the linkages among organizational knowl-

edge, managerial action and the major issues that face people in the global and knowledge economy. First, we want to *push the bounds* of our current theories and research. Second, we want to *highlight* the concrete action-implications from our evidence-based knowledge. Third, and perhaps most important, we want *to focus* our evidence-based and actionable knowledge on the great questions of the day. Simultaneously, we gather to *celebrate* what we do best, namely, advancing management research while solving real-world problems.

To help direct our collective deliberations, three general questions are posed. First, what are our success stories and what actions can we confidently advocate? In other words, what do we know so well that we hold exceptional confidence in prescribing substantive managerial actions? Second, what are likely to be our next success stories? What should soon become sufficiently well understood that we can offer specific and concrete advice to managers? Third, what do our scientific theories, empirical research and recommendations for evidence-based actions inform us about the larger issues of public concern?

At the 2006 AOM meetings in Atlanta, Georgia, please join your friends and colleagues from around the world and engage in the discussion involving the interplay of Knowledge, Action and the Public Concern. In the words of the world famous, Professor Albus Dumbledore, "It is our choices, Harry, that show what we really are"

Thomas W. Lee 2006 Program Chair

Angelo DeNisi 2006 PDW Chair

angelo Delini

Janet A. Thompson 2006 Program Coordinator

Jimmy Le 2006 Program Coordinator

Distinguished Executive Address

Distinguished Executive Address by Joel I. Klein, Chancellor of Schools, New York City: "Coming to Grips with Monopolies — Corporate and Public"

All Academy Convocation

Sunday, August 13, 5:00 pm – 7:00 pm Atlanta Marriott Marquis, Marquis Ballroom

When Joel I. Klein stepped down six years ago as head of the antitrust division of U.S. Department of Justice, having successfully led the division's landmark prosecution of Microsoft, The New York Times hailed him for having "brought new energy and credibility to a division whose enforcement arm had lain dormant." After a period as chairman and CEO of Bertelsmann, Inc., in July 2002 Mr. Klein accepted an entirely new kind of challenge when he was appointed chancellor of the nation's largest school system, a position that had had no fewer than 12 occupants over the previous 20 years, only one of whom had left voluntarily.

The man who had fought the nation's largest corporate monopoly thus found himself at the head of the nation's largest educational monopoly, a monolith of 1350 schools, more than 1.1 million students, 140,000 employees, and a \$15 billion budget. Faced with the challenge of invigorating a system with deep chronic problems, the Chancellor has used management innovation as a major engine of reform; for example, he has introduced a new measure of decentralization into the system by increasing the number of charter schools and by creating an "autonomy zone" in which school principals enjoy greatly enhanced executive power and entrepreneurial freedom. Initiated less than two years ago, the autonomy zone will expand next month to 200 schools, more than 15 percent of the total system.

Introducing Chancellor Klein will be Prof. William G. Ouchi, Sanford and Betty Sigloff Professor in Corporate Renewal at UCLA, whose critique of monopolistic and top-down organization in public education has had a profound effect on school-reform efforts from New York to Hawaii.

All Academy Symposia

Rise of the New Philanthropy: How the Philanthropic World Is Being Transformed by the Business World

Rise of the New Philanthropy

Tuesday, August 15, 10:30 – 11:50 am Atlanta Marriott Marquis, International 6 Philanthrophy has never been more popular among the rich and famous, not just in its traditional heartland, the United States, but also in the rest of the world. Much of the recent increase in giving is by a new generation of philanthropists such as Bill Gates, Gordon Moore, Pierre Omidyar and the "Google guys," who are trying to use the techniques that made them rich to increase the effectiveness of philanthropy. As a result, they say, philanthropy is in a period of rapid transition from amateurism to a business-like professionalism, a claim that has attracted the attention of such prominent management thinkers as the late Peter Drucker, Michael Porter, and Jim Collins.

In February, the distinguished speaker for this session, Mathew Bishop, published a 14 page special supplement in The Economist titled "The Business of Giving," that reported on how business techniques are transforming philanthropy. In this session, Mr. Bishop will examine the challenges that this transformation presents and will explore the potential of what he calls "philanthrocapitalism" to bring about a management-led industrial revolution in philanthropy.

Hurricane Katrina and the Public Concern: Organizational Precursors, Responses, and Lessons Learned

Hurricane Katrina and the Public Concern

Monday, August 14, 10:40 am – 12:00 pm Atlanta Marriott Marquis, International 6

The public and private discourse during and following the events surrounding Hurricane Katrina has forced management academicians, policy makers and practitioners alike to take stock. While some push exists for us to "move forward" and to help rectify the situation, it is also prudent for us to investigate how and why a triggering event, such as Hurricane Katrina, brought numerous issues rarely discussed among broad management academic circles to light. This symposium highlights how we, as organizations/management scholars, may apply our skills and knowledge in a manner that may help provide deeper understanding of the event's precursors and the requirements needed for proper responses.

In this session, the presenters and audience will be engaged in a lively discussion of the factors that contributed to the calamity. Presentations will address specifically how organizational decisions (or the lack thereof) contributed to the difficulties organizations faced when attempting to remedy the immediate concerns of various Katrina victims. The presenters will also address how organizations are developing (or should develop) long-term managerial approaches that may mitigate the problems brought to light by the hurricane. Finally, given the symposium context, the audience will be asked to provide insight as to what our responsibilities are, as academicians, to the public.

Enacting the News: Real-Time Learning and Organizing in Newsrooms

Enacting the News

Monday, August 14, 8:30 – 10:20 am Hilton Atlanta, Grand Ballroom D

Few would question the role of news organizations in shaping organizational and public life. Their influence is omnipresent. Our symposium has three goals: 1) To learn from organizations whose daily actions and missions lie at the intersections of knowledge, action, and the public concern; 2) To enhance our understanding of the dynamics of organizing under uncertainty— a crucial challenge not only for news organizations but also for other kinds of enterprises and society at large; and 3) To stimulate broader interest across the Academy in the study of media organizations. We will set the stage with empirical research presentations based on research gathered in news organizations that highlight the role of organizing processes, communication, and divergent logics of organizing at play in organizational learning. This is followed by practical insights from news managers at CNN and The Atlanta Journal Constitution to bring the practitioner's stance into the conversation and show how their organizations are grappling with the issues being studied. We end with an analysis / synthesis from Karl Weick, the Rensis Likert University Professor from the University of Michigan. This combination of accounts from both scholars and practitioners will make for what we anticipate will be a lively and thought-provoking session, which addresses topics directly related to the conference theme.

Organizational and Managerial Wisdom

Organizational and Managerial Wisdom

Monday, August 14, 8:30 – 10:20 am Atlanta Marriott Marquis, International 6

Whereas wisdom is an ancient yet nebulous concept, its application to professional pursuits is that much more elusive. The subject of wisdom is a philosophical yet practical theme to consider ways that organizations and business institutions might transcend the mere development and leveraging of knowledge and focus on the higher-order objective of using knowledge in efficient, effective, and even enlightened ways. Lapses in corporate ethics, applications of rapidly advancing technologies and the emergence of increasingly complex global business networks reinforce the importance of an organization and its leadership that is not only knowledgeable but also wise. Notwithstanding the growing need for wisdom, there is at best a fragmented and embryonic scholarly literature that has addressed itself to examining (1) the nature of organizational and managerial wisdom, (2) best practices of applying wisdom, and (3) methods for developing wisdom. Our symposium will consider these topics

by structuring conversation around the five schools of philosophy at various levels of analysis.

Thirty-Five Years of Workplace Reform and Research: An All Academy Symposium

Thirty-Five Years of Workplace Reform and Research

Monday, August 14, 12:20 – 2:10 pm Hilton Atlanta, Grand Ballroom C

In far too many instances, the US is attempting to implement tomorrow's competitive strategies with yesterday's managerial ideas and public policy infrastructure. A recent book entitled the New American Workplace sees a disturbing disconnect between the rhetoric of competitiveness and the reality of how U.S. corporations are managed. The authors conclude "that, unless major change occurs, America's managerial practices and its public education, labor, and social policies are unlikely to provide the mix, quality, and supply of jobs and trained workers needed for success in the emerging global economy. The good news they report is that "America does not yet face a crisis. America's strategy of riding the crest of the wave can be successful if business owners, managers, educators, citizens, workers, and political leaders focus on and clarify the consequences of the public and private choices they now face, and then choose wisely among available alternatives."

This symposium brings together the authors of the book as well as two of the contributing researchers to discuss the issues raised in the book. These issues include, but are not limited to the following issues: increased choice and risk; increased influence of competitive and economic drivers; increased tension between work and family life; mismatch between skills and business needs; social stratification and importance of education; changing nature of careers; reduction in community and commitment; shortcomings of the health care system; the Boomer demographic imperative; and unrealized opportunities to make more effective use of human capital.

Business as an Agent of World Benefit: Management Knowledge Leading Positive Change

Business as an Agent of World Benefit

Tuesday, August 15, 8:30 – 10:10 am Atlanta Marriott Marquis, International 7

The relationship between business and society—including business's search for mutually beneficial advances that address the world's most pressing global needs—has become one of the defining issues of the 21st century. Throughout the world, immense entrepreneurial energy is finding expression; energy whose converging force is in direct proportion to the turbulence,

crises, and the call of our times. Factories and buildings are being designed in ways that, surprisingly, give back more clean energy to the world than they use. Bottom-of-the-pyramid strategies and micro-enterprise models are demonstrating how business can eradicate poverty through sustainable profitability. Companies are designing products that leave behind no waste only "food" that becomes input into other biological and technological cycles. The power of these emerging innovations defies simple categorization into such familiar domains as, business ethics, philanthropy, or any non-strategic corporate social responsibility initiative. One-by-one positive disruptions are erasing the false dichotomy embedded in "the great trade-off illusion"—the belief that firms must sacrifice outstanding financial performance if they choose to strategically address societal challenges. Could it be-with the right mix of innovation and entrepreneurship—that the creation of sustainable value could become the business opportunity of the 21st century? Are we actually beginning to recognize the next phase of responsible business and global corporate citizenship—and beyond? Can we anticipate a tipping point in business practice, as well as in management education and research that will redefine the very nature of business's approach to earning profits and to positively influencing society?

Books such as The End of Poverty: Economic Possibilities for Our Times, Capitalism at the Crossroads, Positive Organizational Scholarship, The Fortune at the Bottom of the Pyramid, The Organizational Dimensions of Global Change, and The Sustainable Company as well as recent UN and World Economic Forum reports on The Role of Public-Private Partnerships in Mobilizing Resources for Development and Business UNusual are sounding the call for new knowledge. Shortly before his recent passing, the eminent thought-leader Peter Drucker addressed such complex questions. He spoke passionately about the distressed state of the world, including expressing his views on corporate meltdowns, such as those at Enron, Andersen, and WorldCom, and the equally alarming erosion of any feeling of community in a world where billions are condemned to lives of grinding poverty, ravaged by disease and bereft of hope. Then, with his hallmark prescient insight, Drucker made us all aware of that which was already obvious to him, but remained invisible to most others: "Every single pressing social and global issue of our time is a business opportunity." On this point, as on others, Drucker was unequivocal: "Management is a matter of world affairs." It is time, he advised, for all of us to aim higher.

Showcase Symposia

The Future of Management Education in Different Academic Environments

The Future of Management Education in Different Academic Environments

Tuesday, August 15, 2:30 – 3:50 pm Hilton Atlanta, Grand Salon A

Academic management education has experienced a considerable expansion throughout the world since World War II. This success in attracting students and resources has occurred despite the fact that management education has been challenged both inside and outside academic institutions. Insiders have questioned the academic standards of management studies, while outsiders in the business world have criticized them for irrelevance and for becoming too scientific. These double challenges make it very important to consider the future of management education on the basis of earlier institutional developments. In so doing the panel will identify two different types of institutional solutions to management education. First, there are different kinds of arrangements inside universities (departments, business schools, etc.) and second there is a supply of management education outside universities (stand-alone business schools, consultants, corporate universities, etc.). The two kinds of solutions have their advantages and disadvantages, and their possible effect, which will be important for the future of management education. The integrated academic institutions can benefit from the prestige and resources of their mother institutions, but have on the other hand to handle struggles over resources and prestige with other disciplines. The outside solutions, on the other hand, have the disadvantage in terms of academic credibility and of generality. At the same time they may be considered as more useful among practitioners. The presenters will discuss the significance of these circumstances from a historical perspective. Their presentations will be followed by comments from discussants and by audience participation.

Where's The Reflection in Action Learning?

Where's The Reflection in Action Learning?

Monday, August 14, 2:30 – 3:50 pm Hilton Atlanta, Grand Salon E

This symposium proposes to take up the most controversial aspect of action learning, its focus on reflection as a means of understanding: a) action learning's limited use as an educational and developmental learning modality in various parts of the world, and, b) when it is used, the over-deployment of action at the expense of critical reflection. We propose that action learning's classical format might be overly ambitious with audi-

ences so unaccustomed to self-directed reflection and learning from experience. Accordingly, in some cultures and sub-cultures, achieving this level of directness in personal exchange may come across as overly blunt or even forced. Yet, if action learning is to realize its promise as one of our most important methodologies to achieve experience-based adult learning, we need to find a way to bring reflection back in. We believe that in order for managers to act heedfully - to be at the same time attentive, conscientious, and critical, they will need to develop both a taste for and an ability to reflect in action. Thus, in this symposium we plan to not only begin the inquiry into why reflection has been so overlooked in action learning, but also to propose a number of ways to re-introduce it successfully. In this way, we hope to engage in a dialogue with our audience to construct a vital bridge between theory and practice in management education, organization development, and critical studies.

Through A Prism Darkly? Network Cognition In Organizations

Through A Prism Darkly? Network Cognition In Organizations

Tuesday, August 15, 8:30 – 10:10 am Hilton Atlanta, Grand Salon B

The social network has been described as a prism through which sensemaking proceeds (Podolny, 2001). This symposium show-cases three papers that begin the task of articulating the meaning, dynamics, antecedents, and outcomes of this sensemaking process. The first paper outlines a new theoretical understanding of how networks and cognition mutually constitute biased sensemaking in an organizational context. The second paper examines how a person's position in the friendship network will bias their cognitive representation of job performance. The third paper explores how leader centrality in advice network facilitates the development of shared knowledge among team members. This will be followed by a discussion among symposium members and the audience guided by the expert discussant.

Bringing the Design Sciences to Organization Development and Change Management Consulting

Design Sciences and Consulting

Tuesday, August 15, 8:30 – 10:10 am Hilton Atlanta, Grand Salon E

Design Science, which has evolved from work exemplified by Simon's Sciences of the Artificial and Schon's Reflective Practitioner, is a multidisciplinary research approach that emphasizes not only understanding phenomena, but also solving problems in a way that is guided by a broader practical purpose and target. As such, it has recently begun to emerge as an approach

that is particularly appropriate to Organization development and change management consulting. Romme (2003) and van Aken (2004) have laid out conceptual foundations of Design Science for organizational research. However, there has been comparatively little discussion regarding how design science might be applied specifically to ODC and management consulting. The purpose of this symposium, which points towards a forthcoming special issue of the Journal of Applied Behavioral Science, is to remedy this shortcoming. Some of the papers to be presented here will summarize recent conceptual developments in design science in relation to management. The other papers will describe applications of design science in management, including development of its "rules," how it is being used in a large scale organizational intervention at the National Health Service in the UK, and in the design of the Society for Organizational learning. Audience members will have the opportunity to dialog with the presenters, and implications of the approach will be drawn.

Connecting Who We Are with What We Do: The Enabling Functions of Professional Identity

Enabling Professional Identity

Tuesday, August 15, 8:30 – 10:10 am Hilton Atlanta, Grand Salon D

Organizational researchers know relatively little about the functions of professional identity in contemporary organizational life. This is a significant gap in the literature because professional identity is likely to exert a strong influence on individuals' cognition and behavior in contemporary organizational contexts. This symposium creates a forum for dialogue about the enabling properties of professional identity in work organizations. We will open the session with an integrated review of classic sociological and psychological conceptualizations of professional identity, its formation and its impact on individuals in work organizations. Five scholars will then share current empirical research that examines the role of professional identity in various work organizations. We will then encourage audience involvement by opening the panel for questions. To close the symposium, the panel and the audience will work together to create a research and practice agenda that will pave the way for future work in professional identity.

Interactive Paper Sessions

Sponsored by: University of Illinois at Urbana-Champaign, College of Business and Tulane University, A. B. Freeman School of Business

Interactive Paper Sessions

Monday, August 14, 8:30 am – 5:20 pm Tuesday, August 15, 8:30 am – 5:20 pm Hyatt Regency Atlanta, Regency Ballroom

This year's Interactive Papers Program promises to be intellectually stimulating for both presenters and audience. The sessions have been deliberately created to maximize cross divisional association. By stretching the theoretical boundaries, each session aims to create opportunities for innovation in researching old questions and asking new ones. For example, the session on "Hope, Optimism and Self-Regulation" (Monday, 4:10 – 5:20 pm) turns our attention on individual differences to the positive affects that are creating excitement in the neurosciences. Reliable staples such as the session on "Construct Development and Validation in Diverse Contexts" (Monday, 12:20 – 2:10 pm) continue to educate researchers with new challenges and insights in areas of research that we all struggle to get right. Finally, in an enthusiastic thumbs up to multilevel research, sessions such as "Regional Entrepreneurship, Innovation and Economic Growth" (Monday, 4:10 – 5:20 pm) and "The Impact of National Institutions on Industrial Structure" (Tuesday, 10:30 - 11:50 pm) point us to fast growing inter-disciplinary domains to which we can opportunistically apply well established theoretical lenses.

As a nod to suggestions from past years, and because we lucked out on space, this year the IP Program will feature more space (30 to 40ft!) between the tables, fewer tables in each room (4!), curtains to maximize privacy and minimize outside noise, and more comfortable surroundings for presenters and participants. The entire IP Program is held in the Hyatt Regency in the Regency Ballroom. Therefore, you need to stop by and discover something new to seed your own research, make new friends, and even pick up a future co-author!

Caucuses

Caucuses

August 14, 8:30 am – 5:20 pm August 15, 8:30 am – 5:20 pm Hyatt Regency Atlanta, Brussels and Geneva

The Caucuses scheduled for Atlanta once again provide a range of topical interest and professional concerns. In addition to the a variety of discussion topics there are two caucuses focused on seeking members; one, interested in forming a new interest group and a second interested in forming a regional Academy of Management. Please review the schedule and make time to stop by and add your voice to the discussion.

Visual Village Presentations

Visual Village Presentations

Monday, August 14, 8:30 am – 8:00 pm Tuesday, August 15, 8:30 am – 5:30 pm Atlanta Marriott Marquis, Marquis Salon IV Hyatt Regency Atlanta, International North Hilton Atlanta, Board & Directors As a trademark, the eclectic nature and interactive format determine that Visual Village be the best place for a "jam session" of diverse topics and ideas. Conference attendees will be able to sample a platter of topics they find interesting yet have little time to explore as their major research topic. For example, for the majority of us who assume a for-profit organizational environment would benefit much in learning about the challenges non-profit and public sectors face and counter-stereotypes uncovered in research ("Issues in Public & Nonprofit Management," Tuesday, 10:30-11:50am). To address our conference theme this year, Change (Action!) and Knowledge are the two major topics authors explored. Authors examined different aspects of change, from individual level concerns ("Change Agents," Tuesday, 10:30-11:50am) to institutional level issues ("Institution and Change," Tuesday, 8:30-10:10am); from the process of change ("Managing Large-Scale Change," Tuesday, 10:30-11:50am) to the human factors of change implementation ("Change Implementation," Tuesday, 10:30-11:50am). Students of knowledge management examined this topic within ("Managing Knowledge within Firms," Monday, 8:30-10:20am) and between ("Managing Knowledge between Firms," Tuesday, 8:30-10:20am) firms, and in a multinational corporation context ("Knowledge, Learning, and Integration in the MNC," Tuesday, 10:30-11:50am). Last but not least, cognition and network continue to be two important aspects authors explored to address the above topics.

To increase exposure of the visual presentations and make them easily accessible to the conference attendees, we have arranged them into three clusters by subject relevance and placed one in each of the conference hotels:

Cluster 1 – BPS, ENT, IM, MOC, OMT, RM, TIM, OM, OCIS (Marriott)

Cluster 2 – OB, CAR, HR, GDO, MED, CM, MC (Hyatt) Cluster 3 – CMS, MSR, HCM, ODC, ONE, PNP, SIM, MH (Hilton)

Although this doesn't make available the entire visual program to all the attendees in three hotels, it eliminates the inconvenience of having to travel back and forth between hotels for an intellectual treats. We also hope that such arrangement would spur some cross-disciplinary interests: if you are strictly strategy, a 2-minute stop at a Careers presentation might lend you a perspective you have never been exposed to; if your thing is management spirituality and religion, a chat with the author of a technology and innovation paper could offer both sides curious ways to examine each other's topic of interest. Please stop by while you wait for friends for lunch, or while you take that afternoon coffee break. Start a casual conversation about the authors' work and their interests in life.

Borrowing the Starbucks idea, Visual Village is not just a place to present the outcomes of our intellectual efforts, it is a "third place" for us to do a bit work, have a little fun, and make a few friends. Enjoy our Villages!

Division Program Highlights

Business Policy & Strategy:

BPS Dissertation Award Finalists will present their work in a session on Tuesday at 4:10 pm in the Bonn Room at the Atlanta Marriott Marquis. If you are wondering what the cutting edge of strategy research looks like, this is the place to be. The first-place winner will be announced at the BPS business meeting immediately following the session in Marquis Salon I. This, in turn will be followed by the BPS Social hour in Imperial Salon A.

Careers:

Please join the Careers Division as we examine many facets of careers in our 2006 program. We have an exciting and diverse program for you to enjoy. We will highlight a few sessions to give a sense of the depth and breadth of Career excitement at the Academy this year.

First, Elizabeth Craig has put together an excellent *Showcase Symposium on Career History* as a methodology. This session is scheduled on Monday, Aug. 14 at 8:30 am in the Marriott Marquis: Marquis - Salon II. Join Elizabeth and her colleagues as they provide examples of using career histories successfully and the challenges in learning from them.

Second, there is a variety of gender themed sessions this year. There is the Paper Session "Ins and Outs of Women's Careers" (Monday, Aug. 14 at 8:30 am, Hyatt Regency Cairo Room) which includes papers about transitions, spousal support, and leadership role activation. There is the Symposium entitled "She's Having a Baby!?" (Monday, Aug. 14 at 12:20 pm, Hyatt Regency Inman Room) which focuses on transitions related to motherhood and pregnancy. There is the Symposium on "Women on Boards of Directors" (Monday, Aug. 14 at 2:20 pm, Marriott Marquis: Marquis Salon I) which takes a global look at intervention strategies to include more women on boards. "Women Above the Glass Ceiling" (Tuesday, Aug. 15 at 8:30 am, Hyatt Regency Cairo Room) is a symposium that examines how women get above the glass ceiling and the dynamics that happen once they "arrive". Finally, don't miss the All Academy Symposium, "the Opt Out Revolt", featuring many of our Career Division members to be held in Hilton Ballroom C on Monday, Aug. 14 at 2:30 pm. They explore the truth behind the hype of women exiting the workforce.

Third, there are many other excellent sessions which will stimulate and challenge you. If you are interested in international issues, try the Symposium on "Staffing Challenges in MNCs". If you are interested in Mentoring, Wednesday morning, Aug. 16, has two Mentoring sessions back to back (Hyatt Regency Cairo Room) with a Symposium that focuses on the Problems with Mentoring and then a Paper Session with excellent papers examining real and perceived mentoring quality and outcomes. If you want to hear from those on the front lines, try "Voices of Reality" on Tuesday, Aug. 15 at 4:10 p.m. For this session, we are bringing in executives from the health care industry to share

their career challenges and observations in a dynamic challenging setting. If you want to know about new Careers books or want to get advice on the dynamics of writing a book, come to "Career Books Publishing" on Tuesday, Aug. 16 at 10:30 am. Hear from some authors of recent careers books as they share their experiences and provide advice about the challenges of writing a book. And these are just a few of the great session we have in store for you.

Finally, we invite you to participate in the Career Division business meeting on Tuesday evening at 5:30 followed by our Social Gathering at 6:30. We look forward to your participation and involvement in an exciting program in 2006.

Conflict Management:

Several themes run through our program this year, highlighting our members' current interests in trust, justice, power, group conflict, negotiations, mediation, and workplace deviance and incivility. Of special interest are two sessions that help us to understand the dynamics of trust and distrust in organizations. Trust is at the foundation of human interaction, yet it is difficult to build and easy to break. Papers in the session on "Engendering Trust," (Monday, 10:40am-12:00pm, Hyatt Regency, Hanover C) examine factors and processes that build interpersonal trust, such as positive emotions and the timing of trust violations. Papers in the companion session on "Trust, Distrust, and Relationship Repair," (Monday, 2:30pm-3:50pm, Hyatt Regency, Hanover C) focus on the dynamics of distrust and paranoia in groups, the conflict buffering effects of trust in groups, and on the process of trust repair. Together, these paper sessions tell a fascinating story about this foundational element of human interaction. We also invite you to a very special forum on "Hurricane Katrina: Consequences of Inaction and Mismanagement in Race-Related Public Concerns" (Tuesday, 4:10pm-5:25pm, Hyatt Regency, Hanover A). This session builds on the conference theme and location, examining leadership, conflict management, and race-related public concerns.

For anyone interested in learning about our division, we invite you to stop by our new CM Division Lounge, and join in our Business Meeting and Social Hour. Our domain is broad and includes: the nature and management of conflicts at the individual, group, organizational, inter-organizational and societal levels; power processes, including influence, coalitions, coercion, and persuasion; bargaining and negotiation; collaboration and competition; third party intervention (such as facilitation, arbitration, mediation); justice (distributive, procedural, etc.) and dispute resolution procedures.

Major topics include the application of these conceptual foci to a variety of contexts such as team interactions, inter-cultural relations, organizational diversity, labour relations, workplace disputes, community conflict and public policy development. Come find out more about the CM Division!

Engendering Trust

Monday, August 14, 10:40 am – 12:00 pm Hyatt Regency Atlanta, Hanover C

Trust, Distrust, and Relationship Repair

Monday, August 14, 2:30 - 3:50 pm Hyatt Regency Atlanta, Hanover C

Hurricane Katrina: Consequences of Inaction and Mismanagement in Race-Related Public Concerns

Tuesday, August 15, 4:10 - 5:25 pm Hyatt Regency Atlanta, Hanover A

Conflict Division Lounge: A Place to Meet Over the Lunch Hour

Monday, August 14, 12:20 - 2:10 pm Hyatt Regency Atlanta, Hanover A

Conflict Division Business Meeting

Tuesday, August 15, 5:45 - 6:45 pm Hyatt Regency Atlanta, Hanover A

Conflict Division Social Hour

Tuesday, August 15, 6:45 - 8:00 pm Hyatt Regency Atlanta, Hanover C

Critical Management Studies:

This year we are very excited to have as our Keynote Speaker, the renowned New York Times columnist Lou Uchitelle. Uchitelle's keynote, "The Disposable Workers in The Global Economy" will show that layoffs have become a taken-for-granted part of corporate strategy — an easy quick fix to improve the bottom line even when corporate profits are healthy. Uchitelle will make clear the ways in which layoffs are counterproductive, rarely promoting efficiency or profitability in the long term; and their devastating impact on individuals, families and society.

Our special plenary session is on "CMS Perspectives on Race and Gender". Marta Calas, Joanne Martin, Stello Nkomo and Linda Smircich will discuss the extent can we be encouraged or satisfied with Critical Management Studies' engagements with race and gender. Panel members will discuss critical approaches to race and gender, how far we have come, where future research needs to go, and how research can inform policy and practice. All CMS interest group members, and anyone with an interest, are welcome:

CMS Keynote: Lou Uchitelle

Monday, August 14, 4:10 - 5:20 pm Atlanta Marriott Marquis, Tigris & Danube Room

CMS Plenary: Marta Calas, Joanne Martin, Stello Nkomo and Linda Smircich:

Tuesday, August 15, 4:10 - 5:20 pm Atlanta Marriott Marquis, Tigris & Danube Room.

CMS IG members, their friends, and anyone else keen to find out more (especially doctoral students) are very welcome to our social on Saturday and on Sunday evenings:

CMS IG Welcome Reception:

Saturday, August 12, 5:30 -7:30 pm Hilton Atlanta, Crystal Ballroom A & F

CMS IG Social

Sunday, August 13, 6:00 - 8:00 pm Hilton Atlanta Room, Crystal Ballroom B & E

The CMS interest group aspires to be friendly and inclusive. Please do come along to any of our sessions, or if you have any questions or comments make yourself known to our office holders at Atlanta, or beforehand via Program Chair Bill Cooke on bill.cooke@cmsatlanta.org

Gender & Diversity in Organizations:

Hailed as "the city too busy to hate" in the turbulent 60's and dubbed "the city not too busy to care" in the 21st century, Atlanta provides a rich backdrop for this year's GDO program. We are proud to present all the workshops, papers, and symposia on the program and encourage members and non-members alike to sample as many offerings as possible. We wish to bring your attention to several special events, which integrate the theme of the conference with the past and present of our host city, Atlanta.

Our Theme Session, "Diversity Leadership Academy: Putting Diversity Knowledge into Action for the Public Concern" is a panel symposium featuring noted diversity scholar and consultant R. Roosevelt Thomas. This session will focus on the future direction of diversity training/leadership development and research, the use of 'learning circles' by executives to address diversity challenges and opportunities, and perspectives of DLA alumni and agency benefactors. Please join us for the:

Immediately following our theme session in the same room is the GDO Town Hall Meeting: "Reporting Progress and Planning Next Steps for the AOM Coalition on Faculty Diversity." The Coalition, which includes many divisions and interest groups of the Academy, individual Academy members and advisors representing Academy leadership, strives to increase faculty diversity in business schools and their affiliates within and outside the U.S. The Coalition uses task action projects to tackle issues (from recruitment to the glass ceiling) faced by AOM members

of under-represented groups. We welcome those interested in learning more about the efforts and successes of the Coalition as well as those interested in becoming members of the Coalition. Please join us for the:

Diversity Leadership Academy

Monday, August 14, 2:30 - 3:50 pm Hyatt Regency Atlanta, International Ballroom South

GDO Town Hall Meeting – Coalition on Faculty Diversity

Monday, August 14, 4:10 - 6:15 pm Hyatt Regency Atlanta, International Ballroom South

Our Business Meeting and Awards Presentation will follow the Town Hall meeting in the same room, so stay to listen to what's going on in the division and to cheer on members receiving awards. And finally, don't forget about the...

GDO Social Hour

Monday, August 14, 7:30 – 9:30 pm Marriott Marquis, Marquis Salon I

During the pre-conference, there will be a *Diversity Research Publishing Workshop* (Saturday, 8:30 to 12:30, Hyatt Regency in Inman) lead by senior scholars who will review manuscripts submitted by junior faculty in an open discussion format. Manuscripts must be received by May 15th, 2006 - several will be selected for in-depth reviews. Insights into principles underlying successful publication and an opportunity to network with diversity scholars, review board members and journal editors will be additional benefits of this session. Pre-registration is required - contact Raymond Trau at raymond.trau@deakin.edu.au. There will also be a workshop on *Designing and Teaching Courses on "Diversity in Organizations,"* (Sunday 8:00 to 12:00, Hyatt Regency, in Lenox) for those with limited or no experience in teaching diversity. Pre-registration is required - contact David Kravitz at dkravitz@gmu.edu.

Health Care Management:

The Health Care Management Division has an exciting program planned for this year's meeting. Join us on Monday evening, 4:00 pm at the Hilton Atlanta for our distinguished speaker, Dr. Reuben McDaniel of the University of Texas, who will talk to us about chaos theory and how it can be applied and used to study health care. Also, we have several exciting symposia planned dealing with organizational learning, innovation, and the physician-patient relationship. Sociologists will love to attend our session on the social construction of medical work, on Wednesday morning at the Hilton. Institutional theorists will want to be there Monday morning at 10:40 to hear papers that

all apply institutional concepts to different health care issues. This is a great division in which to see the application of our theories to real industry problems. Any session you attend will have a practical focus on how our theories produce stronger policy and management in the health care field.

International Management:

We have an excellent set of streams in this year's program and it always difficult to highlight any one set of papers. Instead, we would like to call your attention to two events that are special in their recognition of the young and the (not so) old. This year, in recognition of his contribution to the field of international management, the Booz Allen Hamilton/strategy and business Eminent Scholar Award is being given to C.K. Prahalad at 5:30 PM on Tuesday, August 15 in the Stockholm room at the Marriott Marquis. C.K. is the Harvey C. Fruehauf Professor of Business Administration at the University of Michigan Business School. His books include Competing for the Future (1994), coauthored with Gary Hamel and printed in fourteen languages, and named the Best Selling Business Book of the Year in 1994; Multinational Mission: Balancing Local Demands and Global Vision (1987), co-authored with Yves Doz; and The Fortune at the Bottom of the Pyramid (2004). He is being honored not just for the depth of his influence but the breadth of his work. Commentary on C.K.'s work will be given by Professor Yves Doz from INSEAD. C.K. will also be featured earlier in the day at the All Academy Symposium "Managing in an Age of Disruption" at 2:30 PM on the same day.

In recognition of the next generation of international management scholars we will be having presentations by the finalists for the Barry Richman Dissertation Award at 4:10 PM, Monday, August 14 in the Amsterdam room. This is to be followed by the business meeting (Copenhagen) where this award will be granted along with the Doug Nigh Award for the best paper by a student or junior scholar and the best paper from an under-represented country. These papers are highlighted throughout the program. We encourage you to come to the business meeting to celebrate the achievements of our younger scholars and those from more distant lands.

Booz Allen Hamilton Eminent Scholar in International Management Award

August 14, 5:30 - 7:00 pm Atlanta Marriott Marquis, Stockholm

Barry Richman Dissertation Award Finalists Session

August 15, 4:10 - 5:20 pm Atlanta Marriott Marquis, Amsterdam

Management Consulting:

Join MC Division's Members and Friends Dinner (Monday, 8:00 pm at City Grill restaurant) to hear Ed Schein's talk, Process Consultation: Option or Necessity for Management Consultants? Schein believes that the management consultation field is still confused about the role of content vs. process expertise in the consulting process. Inasmuch as consultation is a human helping process involving personality, group norms and culture, process consultation is a necessary part of building a client relationship such that other forms of expertise can become relevant and effective. Reservation required via the M&F Dinner link on the MCD website, (http://uwf.edu/mcd/).

This year's MC Division Keynote (Monday, 4:10pm at Hyatt Regency Montreal room) features a panel comprised of a high level consultant, a client, and a client advisor who designs systems for purchasing and evaluating consulting services. They will share their different perspectives about how changes in the consulting industry are affecting the impact consultants can have on clients and society.

This year's PDW program includes a wide array of shared PDWs co-sponsored with other divisions (listed on the Division's Program Overview Page). In response to past participants' requests, we have expanded the depth of popular MC Division's skill-building workshops. The MC Division's PDW program culminates in a session dedicated to Communities of Practice in Management Consulting intended to bridge the PDW and Annual Meeting programs (Sunday, 10:30-11:45 am, Hyatt Regency Hanover F).

A new feature of the MC Division's PDW for 2006 is two full days of programs focused solely on the needs and interests of doctoral students. A two-part *Knowledge/Action Doctoral Student Colloquium* runs Friday 2:00 pm through Saturday 11:15 am (Hilton Crystal Ballroom A & F). Pre-registration is required via the MCD website (http://uwf.edu/mcd/).

The MC Division's inaugural *Doctoral Student Consortium* consists of three consecutive sessions, beginning Saturday 12:30 pm through Sunday 10:15 am (Hyatt Regency, Hanover E). Panels and presenters include a wide range of perspectives ranging from recently completed doctorates to leading researchers/practitioners in the field. Advance registration is recommended via the MCD website (http://uwf.edu/mcd/).

Management History:

A Guide to Historical Method for the Management Historian

Wednesday, August 16, 8:30 – 10:20 am Hilton Atlanta, Roosevelt

The process of writing history generally includes three operations. First, one must search for material on which to work, sources of information. Second, the material found must be appraised from the viewpoint of evidential value. That is the historian is not interested in all material, only that which is important to the research question. Third, there must be some formal statement of findings, an assembling of the data in such a way that some objective truth is revealed.

In the area of management history, this process should result in some advancement of our knowledge about the study and practice of management. While these three elements are necessary, the way in which they are employed is a varied as the individuals who employ the process. This symposium will allow successful management researchers to share the variety of methods available to achieve this end. The symposium will open with an overview of history and historical method. Then each of the six panelists will share their insights into the writing of successful management history. Finally, we will open the panel to a general discussion with the other participants to answer questions and compare methods. The purpose of the symposium is to open to future and present management history researchers some insight into the threads that make up the varied fabric of historical research into the rich field of management.

Management Spirituality & Religion:

Distinguished Speaker: Lee Bolman, "Spirituality in Management: Past, Present, or Yet to Come?"

Tuesday, August 15, 2:30 – 3:50 pm Hilton Atlanta, Paulding

Lee Bolman is an author, scholar, consultant and lecturer who currently holds the Marion Bloch Missouri Chair in Leadership at the University of Missouri-Kansas City. He has written numerous books on leadership and organizations with co-author Terry Deal, including The Wizard and the Warrior: Leading with Passion and Power (2006); Reframing Organizations: Artistry, Choice, and Leadership (1991, 1997, 2003); Leading with Soul: an Uncommon Journey of Spirit (1995; 2d ed., 2001); Reframing the Path to School Leadership (2002); Escape from Cluelessness: a Guide for the Organizationally-Challenged (2000); Becoming a Teacher Leader (1994); and Modern Approaches to Understanding and Managing Organizations (1984). Bolman and Deal's books have been translated into more than ten languages. His publications also include numerous cases, chapters, and articles in scholarly and professional journals. Lee consults and lectures worldwide to corporations, public agencies, universities and schools. He holds a B.A. in History and a Ph.D. in Organizational Behavior from Yale University. Prior to assuming his current position, he taught at Carnegie-Mellon University (1967 to 1971), and at Harvard University (1971 to 1993). He lives in Kansas City, Missouri, with his wife, Joan Gallos, the two youngest of his six children, Christopher and Bradley, and an orthopedically-challenged Dalmatian, Vincent Van Gogh of KCMO.

Managerial and Organizational Cognition:

Join us at our exciting sessions this year! MOC presentations tackle sense-making, decision-making, meaning-making and memory-making, as well as the dynamics of learning, identity, knowledge, networking, relational practices, leadership, creativity, positive organizing, emotions and high quality connections. MOC spans individual, team, and organizational levels and studies fascinating contexts, including national security, disasters, medical errors, globalization, virtual space, and visionary leadership. *Think about it!*

Start with our PDW sessions, especially our unique developmental workshop, *Cognition in the Rough*, on Sunday morning where scholars offer one-on-one help to authors. Be sure to register in advance. This year's scholars include Elena Antonacopoulou, Denise Rousseau, Andrea Casey, Janet Dukerich, Dov Eden, Colin Eden, Marlena Fiol, Peer Fiss, Raghu Garud, Gerard Hodgkinson, Susan Houghton, George Huber, Lynn Isabella, Gerry Johnson, Steve Mezias, Chet Miller, Frances Milliken, Rhonda Reger, and Mary Waller.

The MOC scholarly program opens with a glimpse into the future, answering the question: Where has the cognitive turn taken us? We begin with work from the "next generation" of MOC scholars – the presentation of our best student papers. This is an outstanding set that includes our 2 award-winning papers and the Dexter Award Nominee. Next, Karl Weick reflects astutely on the future domain of MOC in our Welcome Session. Then, back to the present: current MOC research is on display in our 22 sponsored symposia and 102 paper presentations.

Opening Session: The Next Generation: MOC Best Student Papers

Monday, 8:30 – 10:20 am Atlanta Marriot Marquis, Magnolia

MOC Welcome with Karl Weick: Where has the cognitive turn taken us?

Monday, 10:40 am – 12 pm Atlanta Marriot Marquis, Magnolia

Operations Management:

By way of overview, the Operations Management (OM) Division will be hosting one Showcase Symposium (with TIM), one Shared Symposium (with BPS), one Division Symposium, and 11 Division Sessions. Furthermore, 11 papers will be presented at the 10 Interactive Paper Sessions and another set of 10 papers will be delivered at two Visual Paper Sessions. Continuing with tradition, the OM Division will have the *Journal of Operations Management's* Best Paper Session. We invite all OM members and prospective OM members to the Division Welcome Breakfast (Monday, 8:30 - 9:00 am, Marriott Marquis, Rio Grande & MacKenzie), the Division Social (Monday, 6:00 – 7:30 pm, Rio Grande & MacKenzie), the several coffee breaks

that will be held, and the Division Business Meeting (Monday, 4:10-5:00 pm, Rio Grande & MacKenzie) during which we will present the Division Awards.

Space prohibits a description of all the presentations, but we would like to highlight a couple. Drs. James E. Flynn and Kimberly A. Bates have organized a symposium with distinguished OM scholars who will take up the topic "Operations Management Capabilities: The Cornerstones of Dynamic Capabilities." The presenters will survey the various ways in which OM "has contributed to the development and understanding of dynamic capabilities," and they will speculate about OM's future contributions to the development and refinement of these capabilities. However, they won't be the only ones talking. The audience will have the opportunity to provide feedback on their speculations.

You also will not want to miss the OM-sponsored Showcase Symposium (with TIM) on Service Innovations. Highly respected scholars from the fields of service operations and innovation will present five papers highlighting new work in service innovation and consider the impact on future research this new work might have.

Please also join us at the *Journal of Operations Management's* Best Paper Session. The authors of the three best papers published by *JOM* in 2005 will present their research. Dr. Robert B. Handfield, Editor-in-Chief of *JOM*, will make the awards after the presentations.

Operations Management Capabilities: The Cornerstones of Dynamic Capabilities

Monday, August 14, 9:00 -10:20 am Atlanta Marriott Marquis, Rio Grande & MacKenzie

Service Innovation

Tuesday, August, 15, 2:30 –3:50 pm Atlanta Marriott Marquis, Marquis - Salon III

Journal of Operations Management Best Paper Award

Monday, August 14, 2:30 – 3:50 pm Atlanta Marriott Marquis, Rio Grande & MacKenzie

Organization & Management Theory:

Join us for our Welcome Breakfast and Distinguished Scholar Award on Monday at 8:30 AM. This year we honor Stephen Barley of Stanford University for his creative and innovative scholarly work. Steve's talk is titled: "Corporations, Democracy and the Public Good" and promises to be provocative and engaging.

Immediately following this session, OMT will sponsor its Theme Session. This year, Mike Tushman and Majken Schulz have organized an exciting session that brings together scholars and practitioners to discuss how organizational scholars can make their research more relevant to practice. Their session is

titled: "On the Interface between Research and Practice: Experiences in Executing Engaged Research". Finally, OMT will continue to hold is ever-popular OMT social hour, including the release of this years' OMT artifact. Don't miss it!

OMT Welcome Breakfast and Distinguished Scholar

Monday, August 14, 8:30 - 10:20 am Atlanta Marriott Marquis, International 3

On the Interface between Research and Practice: Experiences in Executing Engaged Research

Monday, August 14, 10:40 am - 12:00 pm Atlanta Marriott Marquis, International 3

OMT Social Hour

Monday, August 14, 6:15 - 7:30 pm Atlanta Marriott Marquis, International 5

Organization Development and Change:

Join us for our welcome breakfast followed immediately by our theme session. This year, we are honored to have our theme session presented by William H. Starbuck and Chris Argyris! Their presentation, "How Can We Make ODC More Useful? Learning, Participation, and Humanism," promises to be a remarkable kickoff to the 2006 Annual Meetings. We are also privileged to have L. David Brown as this year's distinguished speaker. His talk is titled, "Changing Organizations in a Globalizing World," and will be immediately followed by our awards and business meeting. Join us to review the past year, and to honor winners of the best paper and distinguished reviewer awards. The ODC Division will also sponsor 18 paper sessions and 14 symposia. Finally, this year's ODC Social will be held on the Hilton Atlanta Pool Deck after the business meeting Tuesday evening.

ODC Welcome and Breakfast

Monday August 14, 08:00 – 08:30 am Hilton Atlanta, Jackson

ODC Theme Session: How Can We Make ODC More Useful? Learning, Participation, and Humanism

Monday, August 14, 08:30 – 10:20 am Hilton Atlanta, Jackson Presenters: William H. Starbuck, U of Oregon; Chris Argyris, Harvard U, Monitor PLC

ODC Distinguished Speaker: L. David Brown, Harvard U, Kennedy School of Management "Changing Organizations in a Globalizing World"

Tuesday, August 15, 4:10 – 5:20 pm Hilton Atlanta, Jackson

ODC Awards and Business Meeting

Tuesday, August 15, 5:30 – 6:30 pm Hilton Atlanta, Jackson

ODC Social

Tuesday, August 15, 6:30 – 9:00 pm Hilton Atlanta, Pool Deck

Organization Behavior: The OB Division is highlighting three very special events at this year's conference. First, Dr. Lyman Porter, this year's recipient of the OB Division Lifetime Achievement Award, will be presenting an invited address on Tuesday at 9:00am. Second, the OB Division is sponsoring an International Lounge. This is a new initiative to provide a space and opportunity for international members to (a) meet and make connections with OB Division members from other countries and (b) generate ideas on how to help International members make connections with other OB scholars. Join us for a cup of coffee. Finally, we encourage our members to attend the OB Division Awards (Monday at 6:30pm), which segues into the Division's Celebration and Social Hour. 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.

OB Division Lifetime Achievement Award Invited Address

Tuesday, August 15, 9:00 – 10:10 am Hyatt Regency Atlanta, Hanover G

International Lounge

Monday -Tuesday, August 14-15, 10:30 am – 12:00 pm Hyatt Regency Atlanta, Chicago A

OB Division Awards and Celebration

Monday, August 14, 6:30 – 8:30 pm Hyatt Regency Atlanta, Centennial Ballroom III - IV

Organizational Communication & Information Systems:

This year, 120 papers and 7 co-sponsored symposia will be presented as part of the OCIS program. We are very pleased that 5 of our symposia were selected as All-Academy and Showcase symposia. While this a great honor, it also means that the symposia are presented in rooms that are not always adjacent

to the OCIS meeting rooms. For instance, the symposium on *Situated Practice in Online Communities* will be held in the Hilton Hotel, Grand Salon D, on Monday morning. On Tuesday, there are two more Showcase symposia scheduled for the Hilton. They are *New Directions in Team Leadership Research*, and *Discourse Perspectives on Organizational Change*.

The papers will be presented in 23 division paper sessions, 1 visual paper session, and numerous interactive paper sessions. It is noteworthy, that the paper sessions are arranged into different tracks. The first track, which meets in Marriott Marquis International 1 on Monday, focuses on *IS Implementation Studies*. The second track, which meets in Marriott Marquis International 5 on Monday, focuses on the theme of *Knowledge and its Management*.

On Tuesday, a third track is introduced; it deals with issues of *Virtuality and Online Communities* and three sessions in this track meet in Marriott Marquis Magnolia. A fourth track, which is also introduced on Tuesday, focuses on *Media Research*. This track meets in the Marriott Marquis International 1. The fifth track, which meets in Marriott Marquis International 5 on Tuesday morning, focuses on *IT Infrastructure* issues. On Tuesday afternoon, the sixth track, on *IT Adoption Research* meets in Marriott Marquis International 5. The final track, which deals with *Leading and Controlling* issues, is introduced on Wednesday. Its sessions are held in Marriott Marquis International 1.

The Visual Paper Session will be held on Monday night (6:30-8:00pm), in conjunction with the OCIS Social Hour, at which food and drinks (cash bar) will be served. Nine visual papers will be presented during the OCIS Social Hour. Please join us in Marriott Marquis Salon IV for food, drinks and engaging conversations with our visual paper presenters and other OCIS members.

The International Networking and Research Opportunities PDW, which will be held on Sunday morning (8:00-10:00am), is a networking event for OCIS members who are keen to do more international research and to develop their network of researchers with similar interests. Two speakers, Maris Martinsons and Carol Saunders, will make provocative/controversial opening statements as a way of stimulating debate among participants. Working in groups, the participants will then work on drafting either individual or collaborative proposals for some internationally-themed research, with an aim of submitting a paper to next year's Academy meeting. Even though registration is not required for this workshop, interested participants are encouraged to review Donald Hambrick 1993 Presidential address to the Academy ("What if the Academy Actually Mattered?" Academy of Management Review 19(1), 11-16, and to let Robert Davison (isrobert@cityu.edu.hk) know that they are planning to attend the PDW.

Public & Nonprofit:

The PNP Division is proud to invite you to attend the 18 professional workshops, 14 paper sessions (71 papers) and six symposia that we have (co)sponsored in this year's program. Consistent with this year's theme and our division's focus on issues related to public and nonprofit organizations, each paper and symposia session highlights ways in which evidence-based and actionable knowledge can address major issues that confront organizations, employees and citizens in an era of globalization. In addition to these sessions, we would also like to invite you to several special opportunities to get to know our division (its work as well as its members) better:

PNP Keynote Address: Building a Community Foundation & the Evolution of Atlanta's Nonprofit Sector

Alicia Philip, President Community Foundation for Greater Atlanta Monday, August 14, 2:30 - 3:50 pm Hilton Atlanta in Monroe

PNP Awards & Business Meeting

Monday, August 14, 5:30 - 6:30 pm Hilton Atlanta in Douglas

PNP/SIM Joint Social

Monday, August 14, 7:00 - 11:00 pm Hilton Atlanta in Crystal Ballroom A & F

Research Methods:

The Research Methods Division is proud of its program items this year, comprised of three jointly sponsored showcase symposia, seven joint symposia, two sole-sponsored symposia and forty papers which are being presented across nine different divisional paper sessions and several interactive paper sessions. These symposia and paper sessions cover a diverse set of topics. Beyond these sessions, there are three other divisional events you will want to put on your agenda.

First is the *RM International Networking* event on Monday, August 14, from 12:20 – 2:10 pm in the Marriott Marquis' Chablis & Picard room. This provides a great chance to meet others in the division, with a special emphasis on our non-U.S. members. And you can grab some food! Second and third,don't forget the RM Business meeting on Monday, August 14 from 5:30 – 6:30pm in the Marriott Marquis' Rhine & Savoy room followed by the RM Social from 6:30 – 8:30 pm in the Marriot Marquis' Chablis & Picard room. These two events allow you to see what the RM division is up to, participate in shaping its future, see who is winning awards, meet up with old friends and make some new ones. And, of course, there will be some great food there.

Special Thanks

AOM Headquarters

Nancy Urbanowicz

Elena Bunin

Cristian Cano

Ruth Chan

Heather Crowe

Taryn Fiore

Jel Hampson

Bret Hilton

Kerry Ignatz

Jimmy Le

Terese M. Loncar

Alina Matei

Matt Suppa

Susan Zaid

All Academy Chair

Terence R. Mitchell

Interactive Papers Chair

Phil Phan

Caucuses Chair

Steve Maurer

Visual Village Chair

Xin (Eva) Yao

Local Arrangements

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Erich Brockmann

Greg Washington

Henry Moon

Lucy A Newton McClurg

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Margaret Benefiel

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Hale Kaynak

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Alfie Marcus

Bradley Wright

Mark Gavin

Thomas Donaldson (Tom)

Lori Rosenkopf

PDW Chairs

Joseph Mahoney

Suzanne de Janasz [Co-

chair]

Jon P. Briscoe [Co-chair]

Tom Tripp

Albert J. Mills

Jean Helms Mills

Ronald K. Mitchell

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Christy Lemak

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Laura Erskine

Paul Harvey

David Turnipseed

Jill Kickul

Lisa Gundry

Others

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School

Tulane U.

U. of New Orleans

James Jiambalvo (Dean, U. of Washington Business

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Blake Ashforth

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Section A 18

ENTRonald Mitchell, Texas Tech U.
GDOJeanette Cleveland, Penn State U.

Welcome to Atlanta!

The Local Arrangements Committee of the Academy of Management welcomes you to Atlanta and the 2006 meeting! Many people have been working diligently to make this one of the most successful meetings ever. We hope you enjoy the presentations, special events, consortia, and all the pleasures Atlanta has to offer. The three host hotels are the Marriott Marquis, Hyatt Regency, and Hilton Atlanta, all located close to one another in the downtown convention district.

A Little Bit of History

Atlanta is the largest city in the Southeast U.S. and has long been a transportation center. You will notice there are many street and business names that include the word "Peachtree." The term dates back to 1782 when the Native American village of "Standing Peachtree" grew to prominence in the area close to what is now downtown. During the War of 1812 Fort Peachtree was built to defend the middle Georgia area, and many "Peachtrees" have since followed. Railroads moved Atlanta to commercial greatness in the 1800's as the site was chosen as a major junction of several rail lines. An early city name was "Terminus," from the three railroads whose lines ended in the area. In 1842 the name was changed to "Marthasville" after the daughter of Governor Wilson Lumpkin. The name was changed again in 1845 to Atlanta, shortened from "Atlantica-Pacifica."

Atlanta's prominence as a railroad hub made it a very enticing target for U.S. Union General W. T. Sherman who burned the city to the ground during the Civil War. As a result, few antebellum buildings remain in the city. Instead, one of the oldest (and some believe most interesting) pre-Civil War landmarks is Oakland Cemetery (just 2 miles from the hotel district) where locals watched Atlanta burn and where notables such as Margaret Mitchell (author of "Gone With the Wind") and the nation's first African-American mayor, Maynard Jackson, are buried. The cemetery boasts ornate markers and statuary and is a fascinating glimpse into Atlanta's history.

The city grew rapidly in the twentieth century and the metropolitan area population is now several million. Atlanta is home to Delta Airlines, Coca-Cola, CNN, and many other global organizations. In 1996 the city hosted the Olympics. In the past decade, Atlanta's diversity has

expanded rapidly as it has become a melting pot for numerous ethnic groups. Today the city prides itself on being a world-class city proud of its history but also looking forward to a bright future.

Helpful Information for Your Stay in Atlanta

Access for People with Disabilities

The three conference hotels are within easy walking distance of each other. All conference events will be held in the hotels. For those needing special assistance for disabilities please let us know at needs@aom.pace.edu. We will have electronic scooters available for those who need them.

Copies and Business Services

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

Transportation

From the Airport: Hartsfield-Jackson International Airport (www.Atlanta-airport.com) is approximately 12 miles south of the conference hotels. The most economical option to reach the convention area is rapid-rail MARTA system. It costs only \$1.75 each way and is very easy to use. The MARTA station is located in the airport terminal. Take the North line to Peachtree Center and walk about one block north to the hotels. MARTA's rail and bus lines serve many of the city's downtown locations as well as some of those in the suburbs.

Shuttles, limousines, and taxis are readily available at the exit area near baggage claim. All travelers should allow at least ONE HOUR for the commute as traffic can sometimes be heavy. For departures, the airport suggests arriving no less than 90 minutes before your flight. New security rules prevent entry to the gate areas without a boarding pass.

Marked cabs are plentiful at the airport and in the downtown area. Fares one-way from the airport are approximately \$25 per person. Shuttles charge approximately \$16 per person each way to and from the airport.

T-Shirts

Conference t-shirts will feature graphics reflective of Atlanta and may be seen on the Academy's web page. T-shirt sales will benefit The Children's Healthcare of Atlanta. Please order your t-shirts when registering. They will be available for pick-up in the registration area when the conference starts.

Tours

The Atlanta Local Arrangements Committee will continue the practice of providing assistance with information on available tours so members can make their individual plans. We will be working with American Coach Tours of Atlanta to assist members with their touring plans. There is a link from the Academy website to the American Tours website to allow members to start their planning early.

Shopping

World-class shopping can be found just a short MARTA ride away in the posh Buckhead neighborhood where Phipps Plaza and Lenox Square feature most major national department stores and smaller boutiques. Underground Atlanta (within walking distance of the hotels) offers smaller shops and restaurants catering to all ages. More unusual shops and restaurants may be found in in-town neighborhoods such as Virginia-Highland and Atlantic Station. The Mall of Georgia, one of the south's largest malls, is located in Gwinnett County about 20 miles north of the city.

Entertainment and Recreation

Atlanta boasts lots of wonderful food in outstanding ethnic restaurants. Restaurants near the downtown hotels may be found on the web site of the Atlanta Convention and Visitor's Bureau (www.atlanta.net/ACVB). For economical meals, a large food court in Peachtree Center (which links the conference hotels) features several fast-food outlets and specialty restaurants.

The Atlanta Braves will be in town during the conference, so think about taking in a game at "The Ted" (Turner Field). Tickets may be ordered from www.atlanta.braves.mlb.com. A "must-see" in Atlanta is the new Georgia Aquarium, the largest in the world. Be sure to get your tickets in advance at www.georgiaaquarium.org as this is a very popular attraction. CNN Center is located a few blocks from the convention area

and hosts tours of the CNN Studios (www.cnn.com).

Atlanta abounds with history, and there are a number of historical attractions within a few miles of downtown. The Atlanta History Center (which houses a museum and two restored homes: a farmhouse and an elegant Buckhead mansion "Swan House") is a good place to start. The History Center is located near Phipps Plaza in Buckhead and may be reach by MARTA. The Martin Luther King, Jr. National Historic Site is close to downtown and includes both the birth home and burial site (www.nps.gov/malu).

A visit to Grant Park (about 4 miles from downtown), home of the Civil War Cyclorama as well as the Atlanta Zoo, may be combined with a trip to historic Oakland Cemetery where unusual architecture ranging from Gothic to modern may be seen. The Atlanta Botanical Gardens is only a few miles north of the hotels.

Farther from the city center, Six Flags over Georgia and Stone Mountain Park appeal to adults and kids alike. No visit to Atlanta would be complete for kids (and big kids) without a trip to the Varsity, the "World's Largest Drive-In" near the Georgia Tech campus. Fernbank Science Center (www.fernbank.edu) boasts outstanding exhibits and a planetarium. There is something for all ages, all tastes, and all budgets in Atlanta.

Beyond the City

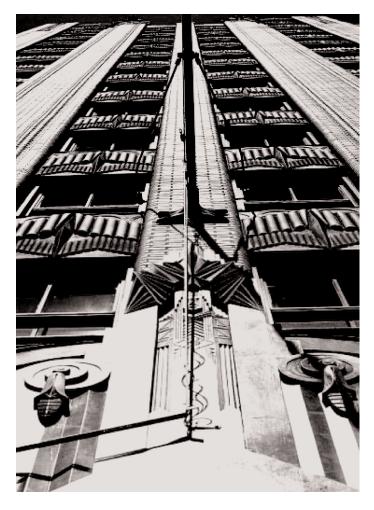
If time permits, you may want to rent a car and explore areas outside the city. Within two hours drive time lies Helen, Georgia in the north Georgia mountains. Helen is an Alpine village with excellent shopping and restaurants. Many winding mountain roads offer beautiful scenery. South and east of Atlanta is the Oconee "lakes region" where the historic towns of Madison, Social Circle, and Greensboro showcase antebellum homes and glimpses of life in the early South. Take in lunch at the Blue Willow Inn in Social Circle (for hearty Southern fare) or the Ritz-Carlton on Lake Oconee (for the more discriminating). Roosevelt's "Little White House" and Callaway Gardens west of the city offer golf, good food, and more local history. If you have a little more time, drive to Savannah on the Georgia coast where beautiful city squares and outstanding seafood are featured attractions.

Weather

Weather in Atlanta in August is typically very warm and humid, with highs often in the upper 80's and lows in the low 70's. Although Atlanta has lots of sunshine, afternoon rain showers are not uncommon. And while the outside temperature may be quite warm, the hotel air conditioning systems seem to be very effective, so a sweater or jacket may be a good option, especially in the meeting rooms.

Speaking for all members of the Local Arrangements team for Atlanta, we hope to make your visit an enjoyable one! We stand ready to assist you in any way in planning your trip to Atlanta.

Bill Galle Erich Brockmann Greg Washington Maryann Wysor Jack Huddleston Henry Moon Lucy McClurg



Career Path from series "Architecture of Corporate Life"
Chris Poulson, University of Tasmania, Australia

Atlanta Hotel Map



Legend:	Hotel Names & Addresses			
	Atlanta Marriott Marquis Co-Headquarters Hotel 265 Peachtree Center Avenue Atlanta, GA 30303			
(2)	Hyatt Regency Atlanta Co-Headquarters Hotel 265 Peachtree Street, NE Atlanta, GA 30303			
663	Hilton Atlanta 255 Courtland Street, NE Atlanta, GA 30303			
4.	Sheraton Atlanta 165 Courtland Street Atlanta, GA 30303			
5	Courtyard by Marriott Atlanta Downtown 175 Piedmont Avenue Northeast Atlanta, GA 30303			

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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 88,000 students around the world, over 32,000 of whom are Maryland residents. It is a substantive institution, committed to lifelong learning and education of nontraditional students.

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.

The university offers bachelor's degrees with a choice of 26 majors and 36 minors. 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. The Graduate School achieves this by offering 20 master's degrees and three executive master's programs, in addition to having one of just a few doctor of management programs in the United States.

In addition to degree programs, UMUC offers a broad array of career enhancing undergraduate and graduate certificate programs, with most available online, as well as executive training programs geared towards middle and upper level managers.

UMUC offers more than 600 courses and close to 100 undergraduate and graduate certificate and degree programs completely online via WebTycho, the University's state-of-the-art interactive classroom software. Last year, UMUC counted 143,544 online enrollments.

And, while increasing numbers of students choose the convenience of UMUC's award-winning online education programs, they also may complete coursework in traditional classrooms at 16 locations throughout the Maryland and the metropolitan Washington DC region.

In 1949, UMUC began providing educational service to the U.S. military overseas. Today, UMUC is the leading education provider for the U.S. military, serving close to 54,000 service members worldwide at more than 130 locations, including our most recent location in Afghanistan.

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. The advantages of teaching for UMUC add up. UMUC offers:

A teaching schedule that fits into your professional life Superior training – we'll teach you to teach online The ability to teach from anywhere online using the

Multiple in-person classroom teaching locations in the Maryland, Washington, DC metropolitan area, and overseas

most advanced proprietary Web teaching software

Competitive pay that rewards your expertise Collegial atmosphere

Interaction with highly motivated, non-traditional students

We invite the Academy of Management members to consider adjunct or collegiate faculty positions with the University of Maryland University College. Apply to teach at www.umuc.edu/faculty, and please visit us at exhibit booth 305.

Gold Sponsors

European School of Management and Technology

European School of Management and Technology (esmt)was founded in October 2002 on the initiative of 25 German blue chip companies and associations. The corporate founders' goal was to endow Germany with a truly international business school – a school with global reach and a European soul, located in the very heart of Europe, Berlin.

Inaugurated in February 2006 with the German Chancellor Angela Merkel, esmt's headquarters and main city campus are conveniently situated in the historic part of Berlin, neighboring the State Department and numerous famous museums. esmt offers executive education (since 2003) and international MBA degree programs (since January 2006) in English. In addition to the Berlin campus, the School operates a technology campus in Munich and a castle campus in Cologne.

esmt's research and teaching focuses on practice, relevancy, and applicability. High-impact learning allows participants to translate what they have learned into action as soon as they get back to their companies. esmt imparts participants with state-of-the-art analytical methods in management and teaches them to solve real-life management issues. The aim is to enable participants to take responsibility and accomplish change. esmt's international faculty, made up of both practice-oriented academics and theory-oriented experts, support this style of teaching.

esmt is fully accredited by the German authorities as a private institution of higher education. While already fulfilling international standards, international accreditation and international ranking will follow as soon as possible. For more information, visit our website at www.esmt.org.

University of British Columbia Sauder School of Business

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.

University of Georgia Terry College of Business

The Terry College of Business at the University of Georgia was founded in 1912 as the School of Commerce, making it the oldest business school in the South. Today, the college delivers top-quality instruction while providing its world-class faculty a climate for both basic and applied research and a service program designed to meet the needs of the business community of Georgia and beyond.

The Terry College began offering graduate instruction in 1923 and has been a fully accredited member of AACSB International since 1926. Its undergraduate and MBA programs are consistently ranked among the top 20 public business schools by U.S. News & World Report, BusinessWeek, Forbes and The Financial Times.

In keeping with the Terry College's stated purpose of developing leaders for the world's private enterprise system, Terry's Institute for Leadership Advancement was established in 2001 with a vision of creating and promoting cutting-edge knowledge about leadership and to use this knowledge to develop leaders who enhance the performance of their organizations and communities.

In 2005, the Terry College opened its Executive Education Center in Atlanta, a state-of-the-art facility capable of staging and supporting a variety of academic and professional programs, including a quarterly CFO roundtable and the annual Directors' College for current and prospective corporate board members. In addition to serving as headquarters for Terry's Executive MBA Program, the center also acts as the venue for students and faculty to interact with Atlanta's business community.

Additional information about the Terry College can be found at www.terry.uga.edu.

University of Southern Mississippi College of Business

Transforming and empowering students for successful business careers in Mississippi and beyond is the mission of the College of Business at The University of Southern Mississippi. A combination of quality academics, superb teaching and relevant experiences provide students with a solid foundation for career success.

The College of Business is among a select group of business programs in the nation fully accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The undergraduate and graduate programs in the School of Accountancy and Information Systems also maintain separate AACSB accreditation.

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. There are four schools and departments within the College of Business: the School of Accountancy and Information Systems, the Department of Economics, Finance and International Business, the Department of Management and Marketing, and the Department of Tourism Management. Find more information online at www.usm.edu/business.

The University of Southern Mississippi, founded in 1910, is a comprehensive doctoral and research-extensive university fulfilling its mission of being a leading university in engaging and empowering individuals to transform lives and communities. In a tradition of leadership for student development, Southern Miss is educating a 21st century

work force providing intellectual capital, cultural enrichment and innovation to Mississippi and the world. Southern Miss is located in Hattiesburg, with an additional campus and teaching and research sites on the Mississippi Gulf Coast; further information is found at www.usm.edu.

University of St Andrews School of Management

The University of St Andrews, founded in 1413, is one of the oldest universities in Europe and the oldest in Scotland. For almost six centuries, it has been an internationally recognized centre of learning with top-ranking research across all faculties. It is regularly ranked as one of the top ten universities in the UK.

Management teaching has been established within the University for 25 years with a focus on a suite of flexible undergraduate programs mixing management with maths, biology or arts courses. At the postgraduate level, the School of Management has established a set of specialist one-year Masters programs (e.g. International Business, Marketing, Finance, and a pioneering course in Creativity Management) plus an active PhD program. These postgraduate degrees build on the research strengths of the School. In recent years, the University has placed major investment in the School of Management and this has seen a prestigious new building overlooking the ocean and the golf links of the original home of golf. The investment has resulted also in a rapid rise in the ranking of the School of Management to one of the top ten business schools in the UK according to national surveys.

Students receive a management education which is flexible, student-centred and innovative. At the broader level, the University strives to offer the latest in teaching and research, all within a superbly picturesque mediaeval setting. With its history and status, the University attracts scholars of international repute and students from all over the world who enjoy a unique educational experience.

Silver Sponsors

Society for Human Resource Management

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 200,000 individual members, the Society's mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. As an influential voice, the Society's mission is also to advance the human

resource profession to ensure that HR is recognized as an essential partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 550 affiliated chapters and members in more than 100 countries. Visit SHRM Online at www.shrm.org.

Tulane University

A. B. Freeman School of Business

Tulane University is one of the country's leading private research institutions. Founded in 1834 in New Orleans, as the Medical College of Louisiana, the University is now home to 11 schools and colleges as well as almost 7,000 undergraduate and over 4,300 graduate students. Most of these students are enrolled in classes on Tulane's Uptown Campus, which includes 110 acres and 80 buildings, while the Tulane University Health Sciences Center (including the School of Medicine and the School of Public Health and Tropical Medicine) in located in downtown New Orleans.

The A. B. Freeman School of Business occupies two buildings on the Uptown Campus (Goldring/Woldenberg Hall I and II) and was founded in 1914. The School presently enrolls 1,300 students and includes 60 full-time faculty and 35 adjunct faculty.

Tulane University is consistently ranked among the top Universities in the U.S. with an average SAT score for entering freshman in 2005-2006 of 1350. The A. B. Freeman School of Business is also consistently ranked among the top Business Schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

University of Illinois at Urbana-Champaign College of Business

The University of Illinois College of Business is nationally recognized as a leader among American schools of business. Offering outstanding programs in accountancy, business, and finance, the College enrolls more than 3,000 undergraduates and approximately 600 MBA, master's, and doctoral students from all 50 states and more than 30 countries worldwide.

Illinois Business graduates have gone on to assume leadership roles in business, government, and academia. The more than 48,000 alumni of the College constitute a network of support that extends around the globe. A distinguished faculty provides instruction and academic

leadership in the teaching, research, and outreach programs. Endowed chairs and professorships help to attract and retain our world-class faculty. Research and Learning Centers, such as the Center for International Business Education and Research and the Center for Information Technology and E-Business Management, provide focal points for basic and applied research, conferences and seminars, and scholarly publications.

The College of Business draws upon the vast resources of one of the world's premier institutions of higher education, the University of Illinois at Urbana-Champaign. The flagship public university in the state, the University of Illinois is recognized for outstanding programs in science, engineering, and agriculture, as well as in business and the liberal arts. The home of the National Center for Supercomputing Applications, the University has distinguished itself as a leader in computer and information technology. Excellence in teaching and research is supported by a world class library collection that is the third largest academic library in the nation.

Bronze Sponsors

BusinessWeek Magazine & Beta Gamma Sigma: Partners in Educational Success

Since 1929, Business Week has been providing unparalleled insight and analysis to a worldwide audience of business leaders, now reaching more than 4.7 million readers each week in 140 countries. For decades, we've been honored to help educators bring the world of business into the classroom, elevating today's students into tomorrow's leaders. Coupled with Business Week.com, the preeminent provider of daily, essential business news, information, and services, Business Week is a comprehensive way to engage students in current business topics and provide valuable teaching tools for faculty to enhance the classroom experience.

Beta Gamma Sigma is the International Honor Society serving business programs accredited by AACSB International. The mission of Beta Gamma Sigma is to encourage and honor academic achievement in the study of business, to foster personal and professional excellence, to advance the values of the Society, and to serve its lifelong members. With over 540,000 lifetime members in 160+ countries, Beta Gamma Sigma is the world's largest organization representing business school alumni.

Both *BusinessWeek* and Beta Gamma Sigma strongly believe in the importance and value of lifelong learning for business people. This has led to a strong partnership between the two organizations.

Georgia State University J. Mack Robinson College of Business

The J. Mack Robinson College of Business is the sixth largest business school in the United States. The College has 7500 students, with more than 2000 graduate students.

Robinson has an extensive program of graduate studies including four MBA programs (FlexMBA, ExecutiveMBA, Global Partners MBA and Professional MBA) and offers specialized masters programs with 19 specialties. The College has its main campus in downtown Atlanta, but also offers programs in Alpharetta, Brookhaven and (beginning Fall 2005) in Henry County.

Recognized as a leader in business education, the Robinson College boasts programs that are top-ranked by some of the world's most respected business publications. The FlexMBA has been listed in the *U.S. News and World Report* top-ten for ten consecutive years and the ExecutiveMBA is ranked among the top programs in the world by *Financial Times*. From corporate CEOs to some of the world's most successful entrepreneurs, to government officials to educators, the Robinson College has had a hand in molding those who shape the future.

The Department of Managerial Sciences at Georgia State University is an education and research-oriented unit of the Robinson College. The department is one of the largest in North America and offers majors or concentrations for BBA, MBA, MS and PhD degrees. Faculty are active researchers and outstanding educators in decision sciences, entrepreneurship, human resources management, operations management, organizational behavior and strategic management.

For more information on the Robinson College of Business and the Managerial Sciences Department go to the College website at www.robinson.gsu.edu.

Georgia Tech College of Management

The intersection of business and technology has always been at the heart of the College of Management and today that focus is more relevant than ever. Leveraging Georgia Tech's strengths in entrepreneurship and tech-

nology innovation, the College grounds students in critical thinking and teaches them to perform in highly technological and global environments. The interdisciplinary curriculum stresses teamwork, cultural diversity, and relevant solutions to real-world problems to prepare tomorrow's business leaders to achieve, lead, and succeed in today's changing technological environments.

The College's location at Technology Square in Midtown Atlanta creates a new standard in business education. It is a natural setting for exploring synergies between management and technology. Students are exposed to developing businesses on the leading edge of commerce and have access to the latest learning tools. Advanced technology is used throughout the curriculum, enabling the College to fulfill its mission of excellence in the functional areas of business and respond to important and timely issues on Georgia Tech's agenda—issues like technology entrepreneurship and commercialization, management of change and innovation, financial performance and analysis, managing the extended value chain, enterprise globalization, and international finance.

Students attend classes around the corner from companies where they find fulfilling and challenging internships, co-op jobs, and careers. Area businesses already include the Federal Reserve Bank, Turner Broadcasting, EarthLink, Equifax, and a range of technology companies. As Technology Square thrives as a place to live and work, the presence of the College will continue to enhance the vibrant intellectual environment of this extraordinary community.

Kennesaw State University Coles College of Business

The Coles College of Business at Kennesaw State University, a 19,000-student unit of The University System of Georgia, is located in suburban Atlanta. All business and accounting programs in the Coles College are accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The 105 fulltime faculty in the Coles College support over 2,500 undergraduates and 1,000 graduate students in an array of academic programs, on campus, at the Cobb Galleria and in Dalton, GA. Besides BBA, MBA, Macc and EMBA programs, the Coles College also offers an in house, executive format MBA at both BellSouth and Cingular.

The Coles College is the proud home to the Cox Family Enterprise Center, the China Research Center, The Edge Microenterprise Center, The National Collegiate Sales Competition, the Econometric Center and the Corporate Governance Center. Additionally, Coles faculty edit Family Business Review and the Journal of Executive Education.

The Department of Management & Entrepreneurship have had a long-standing, mutually productive and proud relationship with the Academy of Management. Annually, the Coles College/Michael H. Mescon Award is presented to an outstanding researcher in the Entrepreneurship Division of the Academy. Our faculty has been deeply involved in Academy leadership activities for years. Tim Mescon served as chair of the Entrepreneurship Division and in that Division, Ken Robinson currently serves as Chair, Awards Committee. Janet Adams chaired the Women In Management Division; Teresa Joyce chaired the Managerial Consultation Division. Tom Kolenko chaired the Management Education and Development Division and Gary Roberts chaired the Management History Division.

Wiley

Founded in 1807, John Wiley & Sons is a global publisher of must-have print and electronic products, with a strong presence in management and organizational fields. Wiley's highly regarded line of management books includes two new titles that deserve special attention:

- A Leader's Legacy (0-7879-8296-2): James Kouzes and Barry Posner pen a new book of original focused insights on leadership and legacy, sure to inspire and instruct.
- Exploring Management in Modules Casebook (0-470-08863-X): prolific author John Schermerhorn's new text releases this fall and is already generating strong demand for higher education management courses.

Wiley's presence in this field extends to our respected line of journals, which includes:

- Leader to Leader: an award-winning quarterly report on management, leadership, and strategy written by today's top leaders themselves.
- Human Resource Management: a quarterly journal covering the broad spectrum of contemporary human resource management, arming practicing managers and academics with the latest tools and information.

• Strategic Management Journal: a highly prestigious journal publishing original material devoted to improvement and further development of strategic management theory and practice. Launching in 2007 is the sister journal, Strategic Entrepreneurship Journal, dedicated to help build the theory and research in the ever-growing entrepreneurship field.

Wiley is once again displaying a large selection of management products, this year in booth spaces 200, 202, and 204. Visit us at our booth, where you can browse through and purchase a wide variety of individual titles and journal subscriptions!

Pewter Sponsors

Benedictine University

Benedictine University in Lisle, Illinois is a Catholic university in the Benedictine tradition that provides a valuescentered liberal arts education enriched by our excellence in science. U.S. News & World Report named Benedictine among the top schools in the Midwest and ranked Benedictine sixth in the Midwest for Campus Diversity for 2006.

The Benedictine Ph.D. in organization development (OD) prepares management professionals with state-ofthe-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 OD, 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 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 is recognized both locally and nationally as a leader in providing education toward managing the human side of organizations. Full-time and adjunct faculty combine strong academic backgrounds with extensive practitioner experience to build a program that incorporates the values of human dignity and corporate social

responsibility. We foster collaborative faculty/student relationships aimed at achieving a common goal: learning to create and sustain excellence in management.

University of Southern California Marshall School of Business

The University of Southern California Marshall School of Business is one of the premier business schools in the United States, and at 85, the oldest in Southern California. It offers management education to more than 5,000 students enrolled in its undergraduate, graduate and Ph.D. programs and is ranked as one of the country's top schools for accounting, finance, entrepreneurship and international business studies.

Located in the heart of Los Angeles, USC Marshall provides ready access to industries defining the new business frontier: biotechnology, life sciences, media, entertainment, communications and healthcare.

As a prime gateway to Asia and Latin America, USC Marshall was the first school to require international travel as part of every MBA degree. In 2004, it formed a unique partnership with the Antai School of Management at Shanghai Jiao Ton University.

An expert faculty prepares students for the evolving realities of the global marketplace by combining research and real-world experience in programs that emphasize interactive learning. The school offers 11 research-based Centers of Excellence, which connect students to conferences, internships and work opportunities related to their field of interest.

The USC Marshall alumni association is a vast network of 68,000 Trojans spanning 44 countries. It offers graduates exceptionally strong support for success in the global marketplace.

The University of Tampa John H. Sykes College of Business

The University of Tampa is a medium-sized comprehensive, private university located on approximately 100 acres of prime riverfront land in the heart of a vibrant downtown Tampa. It is the school of choice for more than 5,100 students from 50 states and 100 countries.

All UT programs emphasize teaching excellence, personal attention and real world experience. An innovative first-year program helps new students fit in quickly. Internship and community service opportunities abound,

and university-wide international initiatives give every student the opportunity to earn a Certificate in International Studies.

There are over 1400 undergraduate majors and 470 graduate students within the John H. Sykes College of Business, an AACSB accredited business school with more than 60 full-time, dedicated teacher-scholars. The Sykes College is known for its very active partnering with a host of community and professional organizations through its centers and institutes, including the TECO Energy Center for Leadership, Center for Ethics, Center for Innovation & Knowledge Management, Namoli Center for Business Strategy and the Florida Entrepreneur & Family Business Program. Learn more at http://ut.edu.

The University of Texas of the Permian Basin School of Business

The School of Business at The University of Texas of the Permian Basin is committed to providing students with the educational foundation needed for life-long learning and success in the regional and global business communities. Through quality instruction enhanced by timely research and professional service, faculty members strive to continuously improve the business curricula, giving students a cutting-edge educational experience.

The School of Business has more than 600 undergraduate majors and minors and approximately 100 graduate students. The Bachelor of Business Administration degrees in Accountancy, Finance, Management, and Marketing, the Master of Business Administration degree in Management (on campus and online), and the Master of Professional Accountancy degree are accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The School also offers a Bachelor of Arts degree in Economics and a Bachelor of Science degree in Industrial Technology.

Over 90 percent of all student class hours are taught by faculty holding a doctorate in the discipline. Faculty members have extensive experience in the business world in both research and consulting. They apply these experiences in their classrooms to help students better understand the complexity of the 21st century business environment.

Located in Odessa, UT Permian Basin is a component of The University of Texas System. The University was established in 1969 to award junior, senior, and graduate level programs. UT Permian Basin achieved four-year status in 1991. Today, the University enrolls more than 3,400 students. For more information on UT Permian Basin's School of Business, go to http://www.utpb.edu/schoolofbusiness.

AOM 2007 Sponsorship Information

Are you interested in supporting superior scholarship about management and organizations? Are you interested in having your university/organization associated with one of the world's premier academic meetings? Are you interested in showcasing your university/organization at a leading professional conference?

If your answers to these questions are "yes", then you need to serve as a university/organization sponsor for the Academy of Management (AOM) 2007 Annual Meeting, August 3-8, in Philadelphia, Pennsylvania. AOM 2007 has five levels of university/organization sponsorship:

Platinum	\$10,000 - \$15,000 US
Gold	\$7,500- \$9,999 US
Silver	\$5,000 - \$7,499 US
Bronze	\$3,000 - \$4,999 US
Pewter	\$1,500 - \$2,999 US

For complete information, please contact Dr. Geralyn McClure Franklin, AOM Director of Sponsorships, at geralynf@aol.com.

2006 Academy of Management Annual Meeting -Leadership University Sponsors

University of Southern California Marshall School of Business (Supporting AOM President Thomas G. Cummings)

The University of Southern California Marshall School of Business is one of the premier business schools in the United States, and at 85, the oldest in Southern California. It offers management education to more than 5,000 students enrolled in its undergraduate, graduate and Ph.D. programs and is ranked as one of the country's top schools for accounting, finance, entrepreneurship and international business studies.

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The USC Marshall alumni association is a vast network of 68,000 Trojans spanning 44 countries. It offers graduates exceptionally strong support for success in the global marketplace.

University of Washington Business School (Supporting AOM Vice President and Program Chair Thomas W. Lee)

The University of Washington first opened its doors as the Territorial University of Washington on November 4th 1861. By 1889 at the time of statehood it was a firmly established institution of higher education. The University

of Washington Business School, founded in 1917, is the second oldest institution of management education on the West Coast. About 2,500 students are enrolled in the School's undergraduate and graduate programs each year, and over 1,000 participate in our executive education seminars and lifelong learning programs for working professionals.

The development of a new mission and direction for the Business school about five years ago bore fruit for what has always been a very good business school. U.S. News & World Report ranks our MBA program 18th in the nation, and our Executive MBA program 22nd. The undergraduate program serves over 1,600 students every year and is ranked 22nd by U.S. News & World Report among public undergraduate programs. UW Business School offers a rich array of graduate and executive programs such as a Technology Management MBA, a Global EMBA, and a research-based Doctoral Program to train future scholars. Additionally, UW Business School launched a campaign to build a new world-class facility and increase faculty endowments and funds available for scholarships. Our vision is transforming a very good business school, with an exceptional reputation for scholarship, into one of the nation's premier institutions for business education.

For more information about specific business programs, call the dean's office at 206-543-4750 or go online at http://bschool.washington.edu.

Tulane University

A. B. Freeman School of Business (Supporting AOM Vice President-Elect & Program Chair-Elect Angelo DeNisi)

Tulane University is one of the country's leading private research institutions. Founded in 1834 in New Orleans, as the Medical College of Louisiana, the University is now home to 11 schools and colleges as well as almost 7,000 undergraduate and over 4,300 graduate students. Most of these students are enrolled in classes on Tulane's Uptown Campus, which includes 110 acres and 80 buildings, while the Tulane University Health Sciences Center (including the School of Medicine and the School of Public Health

and Tropical Medicine) in located in downtown New Orleans.

The A. B. Freeman School of Business occupies two buildings on the Uptown Campus (Goldring/Woldenberg Hall I and II) and was founded in 1914. The School presently enrolls 1,300 students and includes 60 full-time faculty and 35 adjunct faculty.

Tulane University is consistently ranked among the top Universities in the U.S. with an average SAT score for entering freshman in 2005-2006 of 1350. The A. B. Freeman School of Business is also consistently ranked among the top Business Schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

University of New Orleans College of Business Administration (Supporting AOM Local Arrangements Co-Chairs William Galle and Erich Brockmann)

The University of New Orleans is located on the South shore of Lake Pontchartrain and only minutes from the fun and excitement of downtown New Orleans and the French Quarter. The College of Business Administration, with an enrollment of almost 4,600 undergraduate and graduate students, is one of the largest colleges of business in the Gulf Coast region. Business students make up over one-fourth of the University's student body.

The College, fully accredited by AACSB International, provides degree programs in all the traditional business fields at the undergraduate and graduate levels. It also provides Executive programs in the MBA and Health Care Management areas. In addition to the local offerings, an Executive MBA program is available in Jamaica and Puerto Rico. A new Executive program is expected soon in Hospitality and Tourism Management.

As is the case with the rest of the New Orleans area, the University of New Orleans is recovering from the wrath of Hurricanes Katrina and Rita. Although the evacuation in August 05 disrupted the normal semester offerings, we were able to place thousands of students in different schools and migrate hundreds of courses to the internet. Physically, the majority of the University escaped the flooding. However, most of the infrastructure experienced varying levels of wind and rain damage. Even so,

the University was able to offer courses in the New Orleans area by October 05 with a restoration of 'regular' offerings for the Spring 06 semester.

Pace University Lubin School of Business

The Academy of Management is located on the Briarcliff Manor, New York, campus of Pace University. Prior to residing at Pace University, the Academy's head office was located at the volunteer treasurer's university, rotating with each new appointment. In 1994, the Academy's Board of Governors made the decision to hire professional staff for the growing association and conducted a national search for a more permanent home. Pace was selected from the field of potential candidates and the Academy has resided at Pace since 1994. The Academy of Management has benefited from the administrative and infrastructure support given by Pace University and in turn the Academy has contributed to the scholarly objectives of the Lubin School of Business. As in other successful models of this type in which preeminent and independent scholarly associations and universities align, Pace University and the Academy of Management have experienced a mutually beneficial relationship aimed at advancing their shared academic missions. The Academy of Management thanks Pace University and the Lubin School of Business for hosting its office and Website.

2006 Academy of Management Exhibitor Relations Committee

George Solomon, Director of Exhibit Relations, George Washington University
Erik Winslow, George Washington University
Sergio D'Onofrio, George Washington University
Ayman Tarabishy, George Washington University
Ivan el'Tarabishy, George Washington University
Geralyn Franklin, University of Texas of the Permian Basin

Company Booth Number (s)	Company Booth Number (s)	Company Booth Number (s)
AACSB International336	Harvard Business School Publishing	Praeger/Greenwood Publishing
Ashgate Publishing Company136	115, 117, 119	Group210
Aspen Institute of Business & Society	Houghton Mifflin Company120, 122	Prentice Hall307, 309, 311
Program329	Human Relations107	Princeton University Press206
Berrett-Koehler Publishers,Inc.315,317	Information Age Publishing, Inc236	Random House, Inc131, 133
Beta Gamma Sigma207	INFORMS110	Routledge/Taylor & Francis Books,
Blackwell Publishing214, 216, 218	Innovating Learning Solutions230, 232	Inc102, 104
Business Week Magazine205	Interpretive Simulations217	Sage Publications101, 103, 105
California Management Review313	Ivey Publishing106	Sigma Iota Epsilon331
Cambridge University Press310	Kogan Page128	SimuLearn, Inc100
Center for the Advancement of	Lawrence Erlbaum Associates, Inc	Society for Human Resource
Research Methods & Analysis130	330, 332	Management318, 219
Changing Nature of Work Videos .323	LINKS-simulations.com325	South-Western Publishing, A Part of
Darden Business Publishing312, 314	Management Simulations, Inc108	The Thomson Corporation
Davies-Black Publishing306	Marsh Publications LLC327	300, 302, 304
Edward Elgar Publishing201, 203	McGraw-Hill/Irwin211, 213, 215	Springer334
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Emerald114	The MIT Press113	Stanford University Press212
Experiencepoint234	Oxford University Press231, 233	University of Maryland University
Financial Times112	Palgrave MacMillan316	College305
Fulbright Scholar Program, Council	Penguin Group (USA) Inc124	Wall Street Journal235
for International Exchange of	Philadelphia Convention & Visitors	Wiley200, 202, 204
scholars237	Bureau	XanEdu/K&K Administrative
HarperCollins Publishers126		Solutions301, 303

Exhibit Hall Layout & Schedule

AOM 2006 Exhibit Schedule and Breaks:

Sunday, August 13

Hours: 9:00 a.m. – 5:00 p.m. Breaks: 10:15 a.m. – 10:45 a.m.

2:45 p.m. – 3:15 p.m.

Monday, August 14

Hours: 9:00 a.m. – 5:00 p.m. Breaks: 10:15 a.m. – 10:45 a.m.

(Sponsored by: BusinessWeek Magazine and Beta Gamma Sigma: Partners in Educational

Success)

2:45 p.m. - 3:15 p.m.

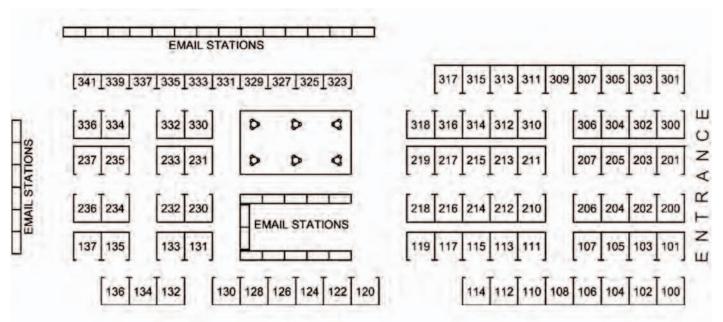
(Sponsored by: Wiley)

Tuesday, August 15

Hours: 9:00 a.m. – 5:00 p.m. Breaks: 10:15 a.m. – 10:45 a.m.

3:15 p.m. – 3:45 p.m.

Exhibit Hall Location: Hyatt Regency, Grand Hall



Placement Services

Director: Scott Douglas, University of Montana

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: Hyatt Regency Atlanta,

Atlanta Conference Center,

The Harris Room

Hours: Saturday, August 12, 2006

9:00 am - 4:00 pm

Sunday, August 13, 2006

9:00 am - 4:00 pm

Monday, August 14, 2006

9:00 am - 4:00 pm

Tuesday, August 15, 2006

9:00 am - 4:00 pm

Interview Tables

Location: Hyatt Regency Atlanta,

Atlanta Conference Center

Rooms: Auburn, Baker, Courtland,

Dunwoody, Edgewood, Fairlie,

and Greenbrier

Hours: Saturday, August 12, 2006

9:00 am - 8:00 pm

Sunday, August 13, 2006

9:00 am - 8:00 pm

Monday, August 14, 2006

9:00 am - 8:00 pm

Tuesday, August 15, 2006

9:00 am - 8:00 pm

Cost (both online and onsite)

\$50.00 Applicant Listing

\$200.00 Position Listing

\$100.00 Interview Table

Placement Services for the 2006 annual meeting will be located in the Atlanta Conference Center at the Hyatt. Online placement services are available to all Academy members who register for placement until August 25, 2006, and open to all members thereafter. 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 and provides an active applicant listing until December 15, 2006. The registration fee for positions is \$200 and provides an active position listing until December 15, 2006.

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 Atlanta Conference Center. They are located in small-medium size rooms (6–30 tables/room) and will be available from Saturday, August 12 until Tuesday, August 15. The cost to reserve a table for the meeting is \$100. Table layouts and reservations will be available online at http://careers.aomonline.org/placement/ beginning June 1st. Tables may be reserved onsite if space is available.

Ins and Outs of Faculty Recruiting Workshop

Saturday, August 12th: 8:00 - 9:30am

Hyatt Regency Atlanta, The Kennesaw Room

This session is designed for individuals who represent institutions with position openings. It provides information on hiring practices, statistics from past and current years, and applicant perceptions. The session will be an interactive format and features a panel of placement experts.

Placement for Applicants Workshop

Saturday, August 12th: 5:30 - 7:00pm Hyatt Regency Atlanta, Hanover C

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 features a panel of university placement experts.

Placement Services

Placement Committee 2005-2006

Garry Adams, Auburn University Rashmi Assudani, McGill University Carolyn Chavez, New Mexico State University

John Christopher, University of Florida Janine Clark, Jackel & Associates David Corsover, DeKalb College Bob Dooley, Oklahoma State University Bahman Ebrahimi, University of Denver Francis Fabian, UNC - Charlotte Gerard Farias, Fairleigh Dickinson University

Claudia Ferrante, Carnegie Mellon University

Scott Gallagher, Syracuse University Laverne Higgins, LeMoyne College Rayshad Holmes, George Washington University

Delaney Kirk, Drake University Robert Kolodinsky, James Madison University

Kibeom Lee, University of Calgary Wei Liu, University of Maryland Marianne Miller, Virginia Commonwealth University

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 Darren Treadway, University of Mississippi

Xin Yao, University of Washington

Placement Activities

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

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

Excerpt from the Academy's Code of Ethical Conduct

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

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

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

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 Steve Borgatti (Boston College), selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Nick Athanassiou (Northeastern University), Don Bergh (Purdue University), Diane Burton (MIT), Julie Hite (Brigham Young) and Claus Rerup (Western Ontario).

Here are the 2006 William H. Newman Award Nominees:

BPS

Acquisitions of Private Versus Public Firms: The role of Private Information on Acquirer Returns Jung-Chin Shen, York U.

GDO

Avoiding the Appearance of Favoritism in Evaluating Others: The Impact of Status and Distinctiveness Denise Lewin Loyd, Massachusetts Institute of Technology

HR

Testing a New Orientation Program: A Longitudinal Field Experiment Jinyan Fan, Hofstra U.

IM

Acculturation Strategies and Integrative Complexity as Predictors of Overseas Success Carmit T. Tadmor, U. of California, Berkeley

MC

Beyond Markets and Communities: A
Comparative Approach to Knowledge
Exchange in Organizations
Sheen S. Levine, Singapore
Management U., Michael J Prietula,
Emory U.

MOC

An Attributional Theory of Convergent Thinking in Groups Jack Anthony Goncalo, Cornell U.

OB

Shared Emotions and Group Effectiveness: The Role of Broadening-and-Building Interactions Seung-Yoon Rhee, KAIST Graduate School of Management

OCIS

Information Technology and the First-Line Manager's Dilemma Joao Cunha, U.Nova De Lisboa

ODC

Lessons Learned and Lessons Lost: A Multi-method Field Study of Vicarious Team Learning Behavior Henrik Bresman, INSEAD

OM

Failures
Anita L. Tucker, U. of Pennsylvania

Facilitating Learning from Front-line

OMT

Historical Environments, Coordination, and Consolidation in The US Banking Industry, 1896-2001 Christopher Marquis, Harvard U.

ONE

Path to Sustainability of Spanish Utilities: a Study of Sustainable Initiatives and Capabilities Serge Poisson De Haro, IESE

PNP

Business School

Beyond the Contract: Informal Partnerships as "Dark Matter" in Privatization Research Beth Gazley, Indiana U., Bloomington

RM

International Management Research as Autoethnography Neri Karra, London School of Economics and Political Science

SIM

Conceptualizing and Measuring Ethical Work Climate: Development of the Ethical Climate Index Anke Arnaud, U. of Central Florida

TIM

Exploring the Antecedents of Boundary Object Technological Change in Interorganizational Networks John E. Taylor, HEC Lausanne

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 this prestigious Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside the domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high caliber for the Carolyn Dexter Award if they offer new insights, are

rich in observation and employ creative methodologies. Especially welcomed are submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions. Each Division Program Chair nominates one paper to the chair of this year's Dexter Award Committee, Jacob Eisenberg at University College Dublin. The other Dexter Award Committee members are: David Lamond at David Lamond & Associates, Anat Rafaeli at the Technion - Israel Institute of Technology, Eleanor O'Higgins at University College Dublin, and Neng Liang at CEIBS.

Here are the 2006 Carolyn Dexter Award nominees:

BPS

What Makes and What Does Not Make a Real Option? A Study of International Joint Ventures

Ilya Cuypers, Tilburg U. Xavier Martin, Tilburg U.

CAR

Expatriates' Social Network, Organizational Context, and Repatriation Staffing Outcomes

Yan Shen, Boston U.

CM

The Key Role of Personal Values in Decoupling Task Conflict from Relationship Conflict

Randall S Peterson, London Business School

Ramya Ranganathan, London Business School

Shu-Cheng Chi, National Taiwan U. Hwa-Hwa Tsai, National Taiwan U. Shu-chen Chen, National Taiwan U.

CMS

Applying the Dominant Logic Construct to MNCs: An Epistemic Re-Presentation of the Global Firm

Jann-Marie Halvorsen Culhane, Flagler College

GDO

Gender and Influence Across the Globe: Cross-Cultural Differences in Organizational Upward Influence

Dafna Eylon, U. of Richmond Carolyn Egri, Simon Fraser U.

David A. Ralston, U. of Oklahoma

Tania Casado, U. of Sao Paulo

Chay Hoon Lee, Nanyang Business School

Wade Danis, Georgia State U. Francisco B. Castro, U. do Porto,

CEMPRE
Emmanuelle Reynaud, U. Aix-

Marselle 3

Marina Dabic, U. of Osijek

Malika Richards, Pennsylvania State U. Ana Maria Rossi, Clinica De Stress E

Biofeedback

Ping Ping Fu, The Chinese U. of Hong Kong

Arunas Starkus, CIBER-Vilnius

Ilya Girson, U. of Westminster

Mahfooz Alam Ansari, U. Science Malaysia

Philip Hallinger, Mahidol U.

Laurie Milton, U. of Calgary/U. of Western Ontario

Christine MinHsun Kuo, Yuan Ze U.

HR

Global Leader Effectiveness: Relationships between International Experience and Adaptive Competencies

Soon Ang, Nanyang Business School Linn Van Dyne, Michigan State U.

Jean Leslie, Center for Creative Leadership

IM

How Do Long-Term Project Investors "Vote" In Developing Country Elections?

Paul M. Vaaler, UIUC

Burkhard N. Schrage, Singapore Management U.

MC

The Relationship Between Clients and Management Consultants: An Empirical Analysis

Ansgar Richter, European Business School

Sandra Niewiem, European Business School

MED

Hybrid Learning Environment: Impact of Individualism-Collectivism and Power Distance

Alvin Hwang, Pace U.

Anne Marie Francesco, Hong Kong Baptist U.

The Carolyn Dexter Award

MH

Changing Sources of Competitive Advantage: Evolution of the Finnish Retail Industry 1945-1995

Juha-Antti Lamberg, Helsinki U. of Technology

Henrikki Tikkanen, Helsinki School of Economics

MOC

Biculturalism and Integrative Complexity: Testing the Acculturation Complexity Model

Carmit T. Tadmor, U. of California, Berkeley

Philip E. Tetlock, U. of California, Berkeley

Kaiping Peng, U. of California, Berkeley

OB

Satisfaction and Individual Preference for Structuring: What Is Fit Depends on Where You Are From

Yih-teen Lee, U. of Lausanne and Groupe ESSCA

John Antonakis, HEC, U. of Lausanne

Ho-Beng Chia, National U. of Singapore

Yongjuan Li, Chinese Academy of Sciences

Maria Teresa de la Garza Carranza, Instituto Technologico de Celaya

OCIS

The Development of Architectural Ambidexterity: Information Technology in an Age of Hypercompetition

Jimmy Huang, U. of Nottingham Daniel P. Fasnacht, U. of Nottingham Kenneth Starkey, U. of Nottingham Susan Tempest, U. of Nottingham

OM

Shedding Light on Causation between ISO 9000 and Improved Business Performance

Gavin P. M. Dick, U. of Kent, Canterbury

Iñaki Heras, Basque U. Martí Casadesús, U. of Girona

Unveiling the Creation and Content of Strategic Organizational Processes

Christopher B. Bingham, U. of Maryland

Kathleen M. Eisenhardt, Stanford U.

ONE

OMT

Redefining Corporate Responsibilities Through Ecological Citizenship

Andrew Crane, Nottingham U.

Jeremy Moon, Nottingham U. Business School

Dirk Matten, Royal Holloway, U of London

PNP

Actionable Knowledge in an Emerging Context: New Public Financial Management in Malaysian Agencies

David R. Stiles, Cardiff U.

Yusuf Karbhari, Cardiff U.

Muslim Har Sani Mohamad, International Islamic U. Malaysia

RM

A Scenario-Based Questionnaire Measuring Individual-level Culture in the Domain of Entrepreneurship

Christine Koenig, Giessen U. Holger Steinmetz, Giessen U.

SIM

Government-oriented Corporate Public Relation Strategy in Transitional China

ZhiLong Tian, Huazhong U. of Sci. & Tech. China

Yuanqi He, Huazhong U. of Sci. & Tech. China

TIM

The Practice of Knowledge Reuse in Open Source Software: "Shifting the Creative Effort"

Georg von Krogh, ETH Zurich Stefan Haefliger, ETH Zurich Sebastian Spaeth, ETH Zurich

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- •7 Regional Affiliates (Eastern, Midwest, Southern, Southwest, Western, Asia, Iberoamerican)

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Philadelphia Convention Center & Surrounding

Hotels

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Anaheim Convention Center & Surrounding

Hotels

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2006 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.

		PAPE	SYMPO	SYMPOSIUM SUBMISSIONS				
Sponsor	Submitted Papers	Division Acceptance	Visual Acceptance	Interactive Paper Acceptance	Proceedings Acceptance	Symposia Submitted	Symposia Accepted	Showcase Symposia
AAS	0	0	0	0	0	28	27	C
BPS	583	288	90	90	47	30	23	7
CAR	63	34	6	5	5	17	10	
CM	77	43	12	12	7	20	10	8
CMS	64	40	8	9	6	16	11	5
ENT	289	153	0	27	14	7	5	1
GDO	125	68	7	18	10	24	19	3
нсм	79	35	5	8	4	8	7	C
HR	187	100	19	18	13	42	33	9
IM	319	167	38	44	24	23	14	9
MC	55	23	8	8	4	18	11	5
MED	107	54	13	16	9	23	15	4
МН	48	25	10	6	4	4	4	C
MOC	128	66	19	17	10	22	15	7
MSR	32	14	0	4	2	1	1	C
ОВ	460	202	0	56	18	91	62	21
ocis	151	88	9	23	12	8	4	4
ODC	114	66	17	17	10	16	8	7
OM	75	39	11	11	6	4	2	1
OMT	355	201	22	48	28	48	30	17
ONE	59	26	4	4	3	3	1	1
PNP	97	55	7	9	7	7	5	1
RM	67	34	0	6	4	13	10	3
SIM	149	78	0	23	10	21	16	3
TIM	286	153	42	43	24	16	12	4
Totals:	3969	2052	347	522	281	510	355	124

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

Sessions Total
Caucus
Free Session
Meeting
Paper Session
PDW Workshop
Social Event
Symposium
Theme Session
All Sessions 1,521
Participants: Total
People on Program 6,737
Countries Represented

Affiliation Name*
Arizona State U.
Boston College
Case Western Reserve U.
Copenhagen Business School
Cornell U.
Florida State U.
Georgia State U.
Harvard U.
INSEAD
London Business School
Massachusetts Institute of Technology
Michigan State U.

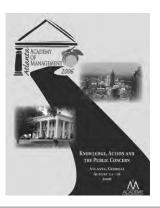
National U. of
Singapore
New York U.
Northwestern U.
Pennsylvania State U
Texas A&M U.
U. of Central Florida
U. of Georgia
U. of Michigan,
Ann Arbor
U. of Minnesota
U. of Pennsylvania
U. of St. Gallen
U. of Western
Ontario

	1
Country*	Count
ARGENTINA .	
AUSTRALIA	208
AUSTRIA	23
BARBADOS	2
BELGIUM	33
BOLIVIA	1
BRAZIL	59
BULGARIA	1
CANADA	343
CAYMAN	
ISLANDS	1
CHILE	3
CHINA	82
COLOMBIA	3
COSTA RICA	
CROATIA	2
CYPRUS	4
CZECH	
REPUBLIC	1
DENMARK	
EGYPT	1
ESTONIA	1
FINLAND	

Country*	Count	Country*	Count	Country*	Count
ARGENTINA	14	GREECE .		PHILIPPIN	NES2
AUSTRALIA		HONG KON	NG59	PORTUGA	L 14
AUSTRIA	23	HUNGARY	3	PUERTO F	RICO1
BARBADOS	2	ICELAND	2	ROMANIA	2
BELGIUM	33	INDIA	38	RUSSIAN I	FEDERA-
BOLIVIA	1	INDONESL	Α 2	TION	4
BRAZIL	59	IRELAND		SAUDI AR	ABIA1
BULGARIA	1	ISRAEL	67	SCOTLAN	D 1
CANADA	343	ITALY		SINGAPO	RE115
CAYMAN		JAPAN		SLOVENIA	A4
ISLANDS	1	KENYA	1	SOUTH AI	FRICA 8
CHILE	3	LEBANON	3	SOUTH K	OREA 29
CHINA	82	LITHUANIA	٠4	SPAIN	92
COLOMBIA	3	MACAU	1	SWEDEN	
COSTA RICA .	1	MACEDON	IA 1	SWITZERI	AND84
CROATIA	2	MALAYSIA	3	TAIWAN .	
CYPRUS	4	MALTA	1	THAILAN	D 2
CZECH		MEXICO .		TURKEY	
REPUBLIC	1	NETHERLA	NDS .186	UKRAINE	3
DENMARK	46	NEW ZEAL	AND43	UAE	3
EGYPT	1	NIGERIA .	5	UNITED F	INGDOM
ESTONIA	1	NORWAY .	30	448	
FINLAND	28	OMAN	2	UNITED S	TATES 3931
FRANCE	145	PAKISTAN	1	VENEZUE	ELA1
GERMANY	162	PERU		VIETNAM	2

Country	Count
PHILIPPINES .	
PORTUGAL	14
PUERTO RICO	1
ROMANIA	2
RUSSIAN FEDI	ERA-
TION	4
SAUDI ARABIA	1
SCOTLAND	1
SINGAPORE	115
SLOVENIA	4
SOUTH AFRICA	A 8
SOUTH KOREA	1 29
SPAIN	
SWEDEN	46
SWITZERLANI)84
TAIWAN	137
THAILAND	2
TURKEY	22
UKRAINE	3
UAE	3
UNITED KING	DOM
448	
UNITED STATI	ES 3931
VENEZUELA .	1
XZTEZEN LA X C	_

43



Notes

Friday Morning, August 11, 2006 9:00 10:00 10:30 11:00 8:00 8:30 9:30 12:00 12:30 MT: Cluster 4 - Rio Grande 3 IM: IMD Adventure MT: Cluster 4 - Yukon 2 AAA: BOG Meeting HR: Chicago C ← AAA: Atlanta 2006, LAC HR: Pre-function Area - Reg. 4 AAA: Registration

	Friday Afternoon, August 11, 2006								
	1:00	1:30	2:00	2:30	3:00	3:30	4.00	4:30	
MT: Cluster 1 - Amsterdam		TC: Using Links		2.00	0.00	0.00	1.00	1.00	
MT: Cluster 4 - Rio Grande	11 01001	TO: Comg Emile	Com Cimalator			35 FNT: 9	Small v High Gr	owth Vent. Educ	
MT: Cluster 4 - Yukon	← AAA: BOG Me	eeting				JU EIII.	Andir V riigir Or	OWAN VOIN. Eddo	
MT: Imperial - Summit			27 RM/IN	M/BPS/HR: SEM	1 with LISREL				
MT: International 10		24 OCIS	/CAR/PTC: Acad	demic Unit Head	d Workshop				
MT: International 3		23 IM & (Co-Sponsors: Do	oing Research (On China	36 IM & C	o-Sponsors: R	esearch In Emergi	ng Economies
MT: International 4		22 BPS 8	& Co-Sponsors:	Qualitative Res	earch Methods		•		
MT: International 5					33 TIM:	TIM Doctoral Con	sortium		+
MT: International A	18 OMT	& Co-Sponsors:	Professions In (Org. Life					
MT: International B	7 ENT: R	esearch on Wor	nen`s ENT	2	8 ENT: Family E	Business Researd	ch		
MT: Marquis - Salon IV	5 BPS &	Co-Sponsors: F	uture of Resourc	ce-based View			3	9 BPS/OMT/RM: I	Resources,
MT: Trinidad & Madrid	14 MOC	& Co-Sponsors:	: New Age Ldrsh	p Dev Framewo	ork				
HI: Carter	19 ONE/	MED: Teaching	Sustainability						
HI: Club Room	16 ODC/	MC: Cultural Du	e Diligence						
HI: Crystal Ballroom A & F			25 MC &	Co-Sponsors: I	Knowledge/Actio	n Doctoral 1			-
HI: DeKalb					30 ONE	& Co-Sponsors: S	Social Enterpris	se Networks	4
HI: Directors Room	20 PNP:	Utilizing SSPM	K for Manageme	nt	31 PNP/	MC: Performance	, Leadership, (Chang	
HI: Gwinnett	15 MSR:	Trust in Organiz	zations						
HI: Paulding			26 PNP 8	& Co-Sponsors:	Teaching Indige	enous Manageme	nt		
HI: Roosevelt	6 CMS &	Co-Sponsors: C	Critical Response	es To	32 SIM 8	Co-Sponsors: B	ehavioral Ethic	s Research	4
HR: Chicago C	← AAA: Atlanta 2	2006, LAC							4
HR: Hanover C	11 HR/R	M/CAR: Revisio	n And Resubmis	ssion					
HR: Inman	13 MC/C	DC/PTC: Makin	g Strategy Happ	en			38 MC &	Co-Sponsors: Per	spectives on
HR: Kennesaw	10 GDO/	ODC: Integral D	iversity Leaders	hip					
HR: Lenox							37 GDO	CAR/MED: Divers	
HR: Piedmont					3	4 MC: Consult. F	Practice Develo	pment	4
HR: Pre-function Area - Reg	← AAA: Registra	ntion							-i
HR: Techwood					29 GDO	& Co-Sponsors:	Managing Glob	al Diversit y	
HR: Vinings	12 MC &	Co-Sponsors: E	Exploring Global	Consulting					
OS: Georgia Tech U	8 ENT: E	NT New Fac. Co	onsortium						
OS: Georgia Tech U.	9 ENT: E	NT Doc. Studen	t Consortium						
OS: The King Center	21 SIM/C	GDO: Dr. Martin	Luther King						

Friday Evening, August 11, 2006 5:00 5:30 6:00 6:30 7:00 7:30 8:00 8:30 9:00 MT: Chablis 55 ICW: MFCA Social MT: Copenhagen & Stockholm 47 IM: IMD Welcome MT: Imperial - Consulate 51 OCIS: OCIS Doctoral Consortium MT: International 3 ← IM: Research In MT: International 5 ← TIM: TIM Doctoral Consortium MT: International 7 52 OMT: OMT Jr. Fac. Consortium MT: International 8 53 OMT/ODC/MOC: OMT/ODC/MOC PhD.Consortium MT: Marquis - Salon I ← BPS/OMT/RM: Resources, Capabilities. MT: Marquis - Salon IV HI: Club Room 46 ICW: Nova SE U. 56 ICW: Nova SE U. Meeting HI: Crystal Ballroom A & F ← MC & Co-Sponsors: Knowledge/Action Doctoral 1 HI: DeKalb ← ONE & Co-Sponsors: Social Enterprise HI: Gwinnett 44 MSR: MSR Doctoral/NF Consortium HI: Monroe 42 SIM: SIM Doctoral Consortium ← SIM & Co-Sponsors: Behavioral Ethics Research HI: Roosevelt ← AAA: Atlanta 2006, LAC HR: Chicago C HR: Hanover C 49 OB: OB Jr. 54 OB: OB Jr Faculty Dinner 58 OB: OB Jr Faculty-High Impact Rese HR: Hanover D 50 OB: OB PhD Reception HR: Hanover E 41 MED: MED PDW Reception HR: Inman ← MC & Co-Sponsors: Perspectives on Change ← GDO/CAR/MED: HR: Lenox ← MC: Consult. Practice Development HR: Piedmont HR: Pre-function Area: Reg← AAA: Registration 40 AAA: New Member Orientation HR: Vinings 43 CM: Doctoral Student Consortium OS: IMD 57 IM: Dinner on the Town with IMD EC 48 NDSC: NDSC Happy Hour OS: Max Lager's in the Tavern Area



Pillars of Corporate Ethics from series "Visions of Management in the 21st Century" Chris Poulson, University of Tasmania, Australia

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

Section B 46

Saturday Morning, August 12, 2006 7:30 8:00 8:30 9:00 9:30 11:00 11:30 MT: Chablis & Picard 128 RM & Co-Sponsors: Interaction/Moderating Effects MT: Champagne 69 ENT: Award Winning ENT Teachers 138 ENT/MED/BPS: Global Social MT: Chardonnay 61 AAA: Membership Committee Meeting MT: Cluster 1 - Amsterdam **129** ODC & Co-Sponsors: Katrina: Cooperation 73 GDO & Co-Sponsors: Katrina Social Issues 149 OM & Co MT: Cluster 1 - Copenhagen 92 TTC & Co-Sponsors: Scientist And Educator 143 ENT: Exit Strategies for Entrep'rs MT: Cluster 1 - Quebec **141** IM/BPS/ITC: Entry Mode Research: The 84 OM: Using Simulation To Teach OM MT: Cluster 2 - Magnolia 109 ENT: Learning Entrepreneurship 144 ENT: "How To Change MT: Cluster 3 - Bonn 103 RM & Co-Sponsors: Process Research Methods I MT: Cluster 3 - London 119 RM/BPS: Testing 142 RM/BPS: SEM with Partial Least Squares MT: Cluster 3 - Sydney 89 RM & Co-Sponsors: MT: Cluster 3 - Zurich 117 OM: Teaching Product Innovation MT: Cluster 4 - Danube 104 AAA: BOG Meeting MT: Cluster 4 - Yukon 105 AAA: BOG Meeting MT: Cluster 5 - Riviera 88 PTC & Co-Sponsors: SPARC Workshop MT: Cluster 5 - Shangri-La **120** RM & Co-Sponsors: Social Constructionism MT: Cluster 5 - South Hampton 106 BPS/MOC: Strategy and Identity MT: Imperial - Consulate 115 OCIS: Doctoral Consortium MT: Imperial - Summit 121 RM & Co-Sponsors: Multilevel Constructs & Theory MT: International 1 **107** BPS & Co-Sponsors: Digital Transformations MT: International 10 135 OMT/CMS: Power In Institutional Theory MT: International 2 93 BPS/HR/OMT: Scholars And Practitioners MT: International 4 102 OMT & Co-Sponsors: Advanced Social Networks MT: International 5 146 TIM: TIM Junior Faculty MT: International 6 122 TIM: TIM Meet the Editors 147 TIM: TIM Doctoral MT: International 7 85 OMT: OMT Junior Faculty Consortium MT: International 8 86 OMT/ODC/MOC: OMT/ODC/MOC PhD. Consortium MT: International 9 118 OMT & Co-Sponsors: Positive Org. Scholarship MT: International A 134 MOC/MC/ODC: Are You Ready? MT: International B 98 IM: IMD Doctoral Consortium I MT: International C 99 IM: IMD Jr Faculty Consortium I MT: Marquis - Salon I 66 BPS: BPS Doctoral Consortium MT: Marquis - Salon II 67 BPS: BPS New Faculty Consortium MT: Rhine & Savoy 116 OCIS: Junior Faculty Consortium MT: Trinidad & Madrid **124** MOC/SIM: Cognitive Maps and CSR 145 PTC: Mgmt Research and HI: Carter 76 IAM: Appropriation-Knowlege Benefit HI: Council/Cabinet Room 111 ITC & Co-Sponsors: Polar Winds to Tropical Breeze HI: Crystal Ballroom A & F 79 MC: Knowledge/Action Doctoral 2 HI: Crystal Ballroom C & D 78 ITC & Co-Sponsors: Spiritual Entrepreneurship HI: DeKalb 87 ONE/ODC: Sustainability And Humanities HI: Directors Room 127 PNP & Co-Sponsors: Gov. In Public & Nonprofit HI: Douglas 113 MSR/MED/BPS: Art, Education & Knowing HI: Embassy Room **140** IAM: Iberoamerican Entrepreneurship 77 IAM: Knowledge-Action-Public Concer HI: Gwinnett 101 MSR: MSR Doctoral/NF Consortium HI: Jackson 75 HCM: HCM 95 HCM: Tactics for Teaching HI: Jefferson 136 ONE/MED/SIM: Service Learning HI: Madison 96 HCM: Qualitative Research 139 HCM/CAR: Teacher/Scholar Model HI: Monroe 90 SIM: SIM Doctoral Consortium HI: Roosevelt 91 SIM & Co-Sponsors: Behavioral Ethics Research 133 MH: Historically-Based Research HI: State Room 112 MH: Introduction to HI: Washington 137 PNP & Co-Sponsors: Doing Research In Government HR: Chicago C 62 AAA: Atlanta 2006, LAC HR: Hanover C 82 OB: OB Doctoral Consortium

Sa	turc	lay M	lornii	ng, A	ugusi	t 12, 2	006 (cont.)	
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HR: Hanover D	60 HR: H	R Doctoral Stude	ent Consortium						→
HR: Hanover F				108 CM	CM Doctoral St	udent Consortium)		→
HR: Hanover G		68 CMS:	CMS Doctoral C	onsortium					→
HR: Harris		63 AAA: I	Placement Servi	ces					→
HR: Hong Kong					123 HR	: SHRM Focus on	Students		
HR: Inman			94 GDO:	Diversity Publish	ning Workshop				
HR: Kennesaw		64 AAA:	Ins/Outs of Facu	Ity Recruiting		130 CAR	VGDO/MEN: Wh	en I Don't Get	
HR: Lenox		74 GDO	& Co-Sponsors:	Racioethnic Sch	olarship				
HR: Manila			97 HR &	Co-Sponsors: To	eaching HR Met	rics			→
HR: Montreal			100 MC	& Co-Sponsors:	Consulting & Fa	mily Succession			
HR: Piedmont		72 GDO:	GDO Doctoral C	Consortium					÷
HR: Pre-function Area - Reg.		65 AAA:	Registration						→
HR: Regency V				114 NDS	SC: NDSC				→
HR: Roswell					126 OB	/SIM/ODC: Leade	rship Ethics		148 OB & Co→
HR: Singapore				110 HR/	OB/ENT: HR/OE	B/ENT Research I	ncubator		
HR: Spring		80 MED 8	& Co-Sponsors:	Faculty Ethics		131 MED): High Performin	g Facult y Teams	
HR: Techwood		81 MED/	TTC/OM: Second	d Generation E-		132 MED	& Co-Sponsors	: Classroom As	
HR: University					125 OB	/RM: Time and Pr	ocess		
HR: Vinings		83 OB: O	B Jr Facult y -Res	search Project					
OS: Georgia Tech U		70 ENT: I	ENT New Fac. C	Consortium					÷
OS: Georgia Tech U.		71 ENT: I	ENT Doc. Stude	nt Consortium					→



Virtual Organization - Post "Neutron Jack" from series "Visions of Management in the 2st Century"
Chris Poulson, University of Tasmania, Australia

Saturday Afternoon, August 12, 2006 12:00 12:30 1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30 ← RM & Co: Interaction MT: Chablis & Picard 223 RM/BPS/GDO: Multileve ← ENT/MED/BPS: Global MT: Champagne 194 OMT/BPS/TIM: M&A As A Research Context MT: Chardonnay 150 AAA: BOG Appreciate 206 ICW: IJM Editorial Board Mtg MT: Cluster 1 - Amsterdam ← OM & Co-Sponsors: Katrina 199 OM & Co-Sponsors: Katrina: Supply 224 SIM & Co-Sponsors: Katrina Industry MT: Cluster 1 - Copenhagen ← ENT: 196 ENT/BPS: Resourcefulness in ENT Firms MT: Cluster 1 - Quebec 200 OM/TIM/BPS: Mass Customization MT: Cluster 1 - Stockholm 162 ENT: Workshop: Res.Design & Methods MT: Cluster 2 - Magnolia ← ENT: "How To 201 OMT/CMS: Philpsophies of Org. Research 221 ENT: International ENT PhDs MT: Cluster 3 - Bonn 187 RM & Co-Sponsors: Process Research Methods II MT: Cluster 3 - Cabinet 185 RM & Co-Sponsors: Set-Theoretic Analysis ← RM/BPS: MT: Cluster 3 - London 195 RM & Co-Sponsors: Hierarchical Linear Modeling MT: Cluster 3 - State 218 OM/TTC: Teaching Mgt Coaching MT: Cluster 3 - Sydney 189 BPS/TIM/OMT: Empirical Tests Real Options ← AAA: BOG Meeting MT: Cluster 4 - Danube MT: Cluster 4 - Yukon ← AAA: BOG Meeting ← PTC & Co-Sponsors: SPARC Workshop MT: Cluster 5 - Riviera MT: Cluster 5 - Shangri-La 204 TIM/BPS/IM: Working with Patent Data MT: Cluster 5 - South Hampton 186 RM/OB/HR/BPS: Latent Growth Modeling MT: Imperial - Consulate ← OCIS: Doctoral Consortium MT: Imperial - Summit 184 RM/BPS: Scale Development Workshop MT: International 10 ← OMT/CMS: 205 BPS & Co-Sponsors: Stakeholders and Strategy MT: International 2 155 IM: IMD Consortia 215 IM: Meet the Editors (IMD) MT: International 4 153 ENT: ENT Endowed Chairs Luncheon MT: International 5 ← TIM: TIM Junior Faculty Camp ← TIM: TIM Doctoral MT: International 6 191 MOC/OMT/RM: Research on Org Identity MT: International 7 ← OMT: OMT Junior Faculty Consortium ← OMT/ODC/MOC: OMT/ODC/MOC PhD. Consortium MT: International 8 MT: International 9 203 RM & Co-Sponsors: Moderation and Mediation MT: International A 151 AAA: AMJ Editors' Meeting MT: International B 222 RM/BPS: Alternatives to 171 IM: IMD Doctoral Consortium II MT: International C 172 IM: IMD Jr Faculty Consortium II ← BPS: BPS Doctoral Consortium MT: Marquis - Salon I MT: Marguis - Salon II ← BPS: BPS New Faculty Consortium MT: Marquis - Salon IV 157 OCIS: Luncheon for MT: Rhine & Savoy ← OCIS: Junior Faculty Consortium MT: Rio Grande & MacKenzie **158** OM: Operations **180** OM: OM Doctoral Consortium MT: Trinidad & Madrid 216 IM & Co-Sponsors: Global Talent Mgr 173 IM: IMD Paper Development Workshop ← PTC: Mgmt HI: Carter **183** PTC/BPS: Balanced HI: Council/Cabinet Room 202 ONE/BPS/PNP: PCB cleanup: Stakeholder Roles 226 ONE: HI: Crystal Ballroom B & E 181 PNP: Nonprofit Research Resources HI: DeKalb 160 ONE: Sustainable **198** ODC: Socio-Econ Evaluation of OD 220 AAC: TTC Meeting HI: Directors Room **182** PNP: Doctoral Student Consortium HI: Douglas 164 HCM & Co-Sponsors: Toward ← IAM: HI: Embassy Room 170 IAM: Knowledge Creation 214 IAM: Knowledge Protection HI: Gwinnett 188 MSR/MEN/MED: How/Where to 212 MSR: MSR PhD Student/NF Consortium HI: Jackson **163** HCM: Teaching Workshop 209 HCM: Doctoral Student Strategies HI: Jefferson 177 MSR: Soul by Design 225 MSR/MED: Teaching HI: Madison 210 HCM: Measuring Implementation HI: Monroe ← SIM: SIM Doctoral Consortium HI: State Room **197** MH: Managing Your Dissertation 219 MH: Mayoral Power ← PNP & Co-HI: Washington 179 ODC & Co-Sponsors: HSD Values HR: Cairo 161 CAR & Co-Sponsors: Researching Careers Worldwide

Saturday Afternoon, August 12, 2006 (cont.) 12:00 12:30 1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30 ← AAA: Atlanta 2006, LAC HR: Chicago C HR: Hanover A 169 HR/OB: Jr. Faculty Consortium ← OB: OB Doctoral Consortium HR: Hanover C HR: Hanover D ← HR: HR Doctoral Student Consortium HR: Hanover E 159 MC: MC Doctoral Student Consort.-1 207 MC: MC Doctoral Student Consort.-2 ← CM: CM Doctoral Student Consortium HR: Hanover F HR: Hanover G ← CMS: CMS Doctoral Consortium HR: Harris ← AAA: Placement Services HR: Hong Kong 154 HR: Networking Lunch167 HR/BPS/GDO: SHRM Focus On 211 HR: SHRM Focus On Teaching HR: Inman 175 MED & Co-Sponsors: Virtual Global R&D Teams HR: Kennesaw 165 HR: HR Innovative Teaching Award HR: Lenox 208 GDO/CAR: Tenure/Promotion in Academe HR: Manila ← HR & Co-HR: Montreal 166 HR: HR and Internationalization ← GDO: GDO Doctoral Consortium HR: Piedmont HR: Pre-function Area - Member 152 AAA: Membership HR: Pre-function Area - Reg. ← AAA: Registration ← NDSC: NDSC HR: Regency V HR: Regency VII 190 HR/BPS: HR VPs' Concerns; HR Research HR: Roswell ← OB & Co-Sponsors: Leadership **192** OB & Co-Sponsors: Senior Scholars Session **217** MED/CM: Teaching Negotiations HR: Singapore 168 HR/MED: HR Research In HR: Spring 213 CAR & Co-Sponsors: Leading In Highe 174 MED: Global Management Education HR: Techwood 176 MED & Co-Sponsors: Teaching With Technology HR: University 193 OB & Co-Sponsors: Emotions & Leadership HR: Vinings 156 OB: OB Jr. Faculty 178 OB: OB Jr Faculty-Small Group 2 OS: Georgia Tech U ← ENT: ENT New Fac. Consortium OS: Georgia Tech U ← ENT: ENT Doc. Student Consortium

Saturday Evening, August 12, 2006 5:00 5:30 6:00 6:30 7:00 7:30 8:00 8:30 ← RM/BPS/GDO: Multilevel SEM MT: Chablis & Picard MT: Cluster 1 - Amsterdam ← SIM & Co: Katrina MT: Cluster 2 - Magnolia ← ENT: International MT: Cluster 3 - Bonn 235 BPS: Meet BPS Social Hour! MT: Cluster 3 - Sydney 229 OMT/BPS: Simulation Techniques MT: Imperial - Consulate ← OCIS: Doctoral ← BPS & Co: Stakeholders MT: International 10 MT: International 4 233 ICW: IACMR Annual Business Mtg MT: International 5 ← TIM: TIM Junior MT: International 8 243 BPS: BPS Mid-Career Consortium MT: International B ← RM/BPS: Alternatives to NHST MT: International C 228 OMT: OMT Reception MT: Marquis - Salon III 238 IM: IMD PDW Reception MT: Marquis - Salon IV 234 OCIS: Welcome Reception MT: Rhine & Savoy ← OCIS: Junior MT: Trinidad & Madrid ← IM & Co-Sponsors: Global Talent HI: Club Room 237 ICW: Nova SE U. Meeting HI: Council/Cabinet Room ← ONE: Ph.D./New Faculty HI: Crystal Ballroom A & F 231 CMS: CMSIG Welcome Reception HI: Crystal Ballroom B & E 241 ONE: ONE Welcome Reception HI: Crystal Ballroom C & D 232 HCM: HCM PDW Reception ← AAC: TTC HI: DeKalb HI: Embassy Room ← IAM: Knowledge 244 IAM: IAOM Business Meeting ← MSR: MSR PhD Student/NF Consortium HI: Gwinnett ← MSR/MED: Teaching In HI: Jefferson ← AAA: Atlanta 2006, LAC HR: Chicago C HR: Hanover C 230 AAA: Placement for Applicants HR: Hanover D ← HR: HR Doctoral HR: Hanover E ← MC: MC Doctoral Student Consort.-2 HR: International Ballroom 227 OB/HR: Joint OB/HR 240 OB: New Member & Reviewer Recep. HR: Pre-function Area - Reg AAA: Registration HR: Regency VI 239 NDSC: NDSC Reception HR: Roswell ← MED/CM: Teaching Negotiations HR: Spring ← CAR & Co-Sponsors: Leading In OS: Atlanta Sheraton 242 SIM: In Pursuit of Sustainability OS: Fox Theatre 236 ENT: ENT Division Social

S	Sunda	y Mo	rning	, Aug	ust 13	3, 200	6	
7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
MT: Chablis & Picard	258 IM 8	Co-Sponsors	Local and Global	I Interactions		357 OM	T/BPS/IM: Globa	lizing Film Industry
MT: Champagne		<u> </u>	onal Networking	moractions	345		aper Developme	
MT: Cluster 1 - Amsterdam		: Littlefield Tech				& Co-Sponsors:		N.
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MT: Cluster 3 - Cabinet	271 OM	/BPS/ENT: Inter		ne rough				
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MT: Cluster 5 - Riviera					040 444	AMD E III II II II	IM C	359 AMLE Ed
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HI: Council Room			00=5:::	D D		/OB: Offshoring	and Global Labo	r
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HI: Crystal Ballroom C & D		•	ions & Manageria					
HI: DeKalb	253 CMS	S/OMT: New Re	esearch Agendas				e Case Competi	
HI: Directors Room				C & Co-Sponsors	•	352 CMS		The Multinational Fi
HI: Douglas	276 ONE	E & Co-Sponsor	rs: Teach Sus De				361 SIM	: SIM Research
HI: Embass y Room			309 PN	P & Co-Sponsors	: Co-Producing K	nowledge		
HI: Grand Salon A					336 ODC	C/MC: High Impa	ct Change Exerc	cises

Sunday Morning, August 13, 2006 (cont.) 7:30 8:00 8:30 9:00 9:30 10:30 11:00 11:30 HI: Grand Salon B 310 SIM: Publishing S I M Research HI: Gwinnett 281 AAM: Asia Management Roundtable HI: Jackson 353 HCM: Publishing in Health Care 257 HCM: 285 HCM: External Funding HI: Jefferson 322 CMS: Alliance Feminism and CMS? HI: Madison 286 HCM/BPS: Growth Curve Modeling **354** HCM: Collaborative Research HI: Monroe **320** PNP & Co-Sponsors: Giving Researh Feedback HI: Paulding 269 ODC/MED: ODC As An Academic Discipline HI: Roosevelt 323 CMS & Co-Sponsors: Critical Applied Research HI: State Room 303 MH: Getting Published 356 MH: Professional Involvement HR: Brussels **349** AAC: Midwest AOM Meeting HR: Cairo 318 OB/MH/MC: Eminent Senior Scholars 250 AAA: Atlanta 2006, LAC HR: Chicago C HR: Grand Hall 294 AAA: Exhibits HR: Grand Hall - Break Area 346Conf. Break HR: Hanover A 287 HR/OB: Jr. Faculty Consortium HR: Hanover C 334 OB/HR: Ask the OB/HR Editors Panel 291 OB & Co-Sponsors: Joint Editor's 299 CAR/GDO: Careers Scholarship Think Tank HR: Hanover D HR: Hanover E 247 MC: MC Doctoral Student Consort.-3 HR: Hanover F 248 MC & Co-Sponsors: Building Healthy Companies 355 MC/PTC: MC Communities of HR: Hanover G 335 OB & Co-Sponsors: Macro OB/OMT HR: Harris 251 AAA: Placement Services HR: Hong Kong 333 OB & Co-Sponsors: The Craft Of Reviewing HR: Inman 288 MED: NAS Learning Cycle 330 MED & Co-Sponsors: Comparing Mgt Ed HR: Kennesaw 264 MEN & Co-Sponsors: Duality of Ethics In Mentoring HR: Lenox 256 GDO & Co-Sponsors: Teaching Courses on Diversity HR: Montreal 317 OB: International Leadership HR: Piedmont 328 HR & Co-Sponsors: Work-Family As Leadership HR: Pre-function Area - Member 295 AAA: Membership HR: Pre-function Area - Reg. 252 AAA: Registration HR: Regency V 300 CM: Diversity & Fairness in Teams HR: Regency VI 301 CM/HR/OMT: Negotiating Your 1st Job HR: Roswell 263 MED & Co-Sponsors: Build Your Teaching Philosophy 331 MED & Co-Sponsors: Meet The Best Reviewers HR: Singapore 266 OB/HR: Dissertation Self-Leadership HR: Spring 360 CM/MED: Negotiation HR: Techwood 262 MED: Teaching With Games 332 MED & Co-Sponsors: Management and Liberal Arts HR: University **350** AAC: Southwest AOM Meeting 267 OB/OMT/ODC: Systemic Leadership Approaches ← MED/TIM/CAR: Knowledge Through Global E-Med HR: Vinings

Sunday Afternoon, August 13, 2006 12:00 12:30 1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30 MT: Champagne 377 ICW: ML Editorial Board Meeting MT: Cluster 1 - Amsterdam 363 AAA: AOM Fellows MT: Cluster 1 - Stockholm 391 AAA: OM Executive Committee MT: Cluster 2 - Magnolia **374** AAA: 378 AAA: Program Chairs 386 AAA: MT: Cluster 4 - Yukon ← ICW: JMI Editorial Board Meeting MT: Cluster 5 - Monte Carlo ← AAA: AMLE **375** AAA: AMR Editorial Board Meeting **387** AAA: AMJ Editorial Boad Meeting MT: Cluster 5 - Riviera 369 AAA: Meet AMP Editor MT: Cluster 5 - Shangri-La **364** AAA: Division 370 AAA: AOM Leadership Forum MT: Cluster 5 - South Hampton 365 AAA: 2007 PDW Chairs Meeting MT: International 10 414 ICW: Ldrshp Qutrly Ed Brd Mtg MT: International 2 **392** AAA: RM Executive Committee MT: International 3 **393** AAA: BPS Executive Committee MT: International 4 381 ICW: POS Gathering MT: International 7 **394** AAA: OMT Executive Committee MT: International 8 **395** AAA: IM Executive Committee MT: International A **396** AAA: TIM Executive Committee MT: International C **397** AAA: MOC Executive Committee MT: Trinidad & Madrid 372 ICW: MFCA Business Meeting HI: Board Room **373** ICW: Org Science Editorial Meeting HI: Cabinet Room 382 ICW: Org. Jrnl Editorial Brd Mtg HI: Club Room 368 ICW: JAME Editorial Brd Mtg **404** AAA: CMS Executive Committee HI: Crystal Ballroom B & E 366 AAC: ITC Meeting 390 ITC: ITC Reception HI: Crystal Ballroom C & D 376 AAC: PTC Meeting **413** AAC: PTC Welcoming HI: DeKalb 405 AAA: MSR Executive Committee HI: Directors Room 371 AAC: Mentoring Committee Meeting 406 AAA: SIM Executive Committee HI: Douglas ← SIM: SIM Research 407 AAA: ONE Executive Committee HI: Embassy Room 408 AAA: PNP Executive Committee HI: Grand Ballroom B 383 ICW: ASQ Board 388 ICW: ASQ Reception HI: Grand Ballroom C 389 ICW: Org Science Reception HI: Grand Salon A 384 ICW: JOM Editorial HI: Jackson 415 ICW: General Meeting c HI: Jefferson 409 AAA: MH Executive Committee HI: Roosevelt 410 AAA: HCM Executive Committee HI: Washington **411** AAA: ODC Executive Committee HR: Brussels 367 AAC: Western AOM Meeting ← AAA: Atlanta 2006, LAC HR: Chicago C ← AAA: Exhibits HR: Grand Hall HR: Grand Hall - Break Area 385Conf. Break HR: Hanover B 398 AAA: HR Executive Committee HR: Hanover D 399 AAA: CAR Executive Committee HR: Hanover F 379 AAA: MC Executive Committee HR: Hanover G 400 AAA: OB Executive Committee ← AAA: Placement Services HR: Harris HR: Int'l Ballroom South **380** AAA: New Member Orientation HR: Lenox **401** AAA: GDO Executive Committee HR: Pre-function Area - Member ← AAA: Membership ← AAA: Registration HR: Pre-function Area - Reg. HR: Roswell 412 AAC: Southern AOM Meeting HR: Singapore **402** AAA: CM Executive Committee HR: Techwood 403 AAA: MED Executive Committee

	Sun	day Ev	enir	ıg, Au	gust	13, 20	006		
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	
MT: Copenhagen & Stockholm			426 OB:	Leadership PDW F	Reception				
MT: Imperial Ballroom					428 AAA:	All Academy Re	eception		
MT: International 1	416 AAA	: ENT Executive Com	nmittee						
MT: International 10	419 ICW	: Network Leadership				431 ICW:	: HKUST Recepti	on	→
MT: International 5	422 OCIS	S: OCIS Executive Me	eeting						
MT: International B	421 MOO	C: MOC Int'l Members	S						
MT: Marquis Ballroom I-II	417 AAA	: AOM Convocation							
MT: Skyline Terrace - N orth							433 ICW	: NUS Reception	→
HI: Crystal Ballroom A & F	418 AAC	: AAM Committee	423 AAC	: AAM Reception					
HI: Crystal Ballroom B & E			424 CMS	S: CMS Social					
HI: Crystal Ballroom C & D			425 ICW	: Adv Inst. Mgmnt F	Rsch Reception				
HI: Grand Ballroom C	← ICW: Org So	cience							
HI: Grand Salon A					429 ICW:	MED-OBTS Red	ception		
HI: Grand Salon C				427 ICW: I	Human Relation	s Reception			
HI: Grand Salon E	420 ICW	: Warwick B- Schl Co	cktail Prt y						
HI: Jackson	← ICW: Genera	al Meeting of AKMS							
HI: Monroe					430 ICW:	LBS Reception			
HR: Chicago C	← AAA: Atlanta	a 2006, LAC							→
HR: Grand Hall - Break Area									
HR: Hanover C							432 GDC): LGBT and Friends	; →
HR: Hanover F	← AAA: MC Ex	ecutive Committee				•	•	•	



Modern vs. Classical Management from series "Visions of Management in the 21st Century" Chris Poulson, University of Tasmania, Australia

Monday Morning, August 14, 2006 7:00 7:30 8:00 8:30 9:00 9:30 10:00 10:30 11:00 11:30 MT: Chablis & Picard 538 RM: Thinking, Writing and Training 637 RM: Multilevel Research MT: Champagne **434** ICW: JABS Editorial Brd 542 AAA: Meet the Editors MT: Cluster 1 - Amsterdam 477 IM: Politics and the MNC **581** IM: Non-Market Organizations MT: Cluster 1 - Copenhagen 478 IM: Knowledge and Intl Expansion 582 IM: Organizational Learning MT: Cluster 1 - Madrid 435 IM: IMD Welcome 479 IM: New Products and Knowledge 583 IM: Managing in China MT: Cluster 1 - Stockholm 480 IM: Expatriate Assignment Choice 584 IM: Success Factors for Expatriate MT: Cluster 1 - Trinidad 481 IM: Location Choice and Entry Mode 585 IM: MNC Location Choice MT: Cluster 2 - Magnolia 497 MOC: MOC Best Student Papers 607 MOC: MOC Welcome with Karl MT: Cluster 3 - Bonn 532 BPS: Multi-Level Capabilities 547 BPS: Rivalry & Dynamic MT: Cluster 3 - Cabinet 447 BPS: Alliance Capabilities **548** BPS: Strategic Dynamics: New MT: Cluster 3 - London **533** BPS: Post Acquisition Success **549** BPS: Corporate Strategy Process MT: Cluster 3 - State 448 BPS: What is Performance Anyway? 550 BPS: An Integrated Strategy MT: Cluster 3 - Sydney 449 BPS: TMTs and Personality 551 BPS: Key Individuals & Strategy MT: Cluster 3 - Zurich 450 BPS: Geographic Clusters **552** BPS: Strategic Responses to MT: Cluster 4 - Yukon 535 OM: Issues in Performance Mgmt. 625 OM: E-Operations MT: Cluster 5 - Monte Carlo 436 TIM: TIM Welcome 539 TIM: Strat, Tech & Innov I 642 TIM: Technological Evolution MT: Cluster 5 - Riviera 643 TIM: Patent Perf & Innov Output 524 TIM: Open Systems MT: Cluster 5 - Shangri-La 644 TIM: Strat, Tech & Innov II **525** TIM: Electronic Monitoring MT: Cluster 5 - South Hampton 526 TIM: Innov, Global & Reg'l Factors **645** TIM: Interorganizational Learning MT: Garden Terrace MT: Imperial - Consulate 498 MOC: Emotions, Culture & Values 608 MOC: Mood and Extra-Role MT: Imperial - Summit **500** MOC/OB: Organizing with Self-Awareness 609 MOC/IM: Two Decades of Self-MT: International 1 508 OCIS: Cases of IS Implementation I 619 OCIS: Cases of IS Implementation MT: International 10 455 BPS/TIM/OMT: Technology and Firm Boundaries 553 BPS: Knowledge Transfer MT: International 2 **519** OMT/BPS/ENT: Governance in Family Firms 627 OMT: Roles of Power & Politics MT: International 3 514 OMT: OMT Breakfast/Dist. Scholar 628 OMT: Interface research & MT: International 4 **515** OMT: Legitimacy of Institutions **629** OMT: Adaptation in Institutions MT: International 5 509 OCIS: Knowledge Creation/Ownership 620 OCIS: Knowledge Sharing 439 OCIS: MT: International 6 442 AAS: Organizational/Mngerial Wisdom 543 AAS: Hurricane Katrina & the MT: International 7 443 AAS: Responsible Leadership **544** AAS: Justice & Public Concern MT: International 8 **554** BPS: Alliance Partner Selection **451** BPS: Alliance Success Factors MT: International 9 555 BPS: Governance & Boards 454 BPS/SIM: Strategy and Responsibility MT: International A 516 OMT: Status/Competition in Networks 630 OMT: Networks & Interorg. Ties MT: International B 631 OMT: Learning and Strategy 517 OMT: Networks and Learning MT: International C **518** OMT: Status Issues 632 OMT: Power in Top Management MT: Marquis - Salon I 453 BPS/OMT: Capital Markets and Strategy MT: Marquis - Salon II 457 CAR/RM: Learning from Career Histories 565 CMS/HR: Searching for the `H` in MT: Marquis - Salon III **528** TIM/OMT/BPS: Cumulative Innovation 615 OB/CM: Membership and Status MT: Marquis Salon IV - MOC 2 499 MOC: Identity Framings MT: Marquis Salon IV - BPS 1 **556** BPS: Entrepreneurship Visual 452 BPS: Strategy Process Visual MT: Marquis Salon IV - CMS 464 CMS: Great VP's from CMSIG MT: Marquis Salon IV - IM 1 **586** IM: Global Work Practices MT: Marquis Salon IV - IM 2 **587** IM: Forms of Internationalization MT: Marquis Salon IV - TIM 1 646 TIM: Int'l Views on Technology 527 TIM: Managing Knowledge w/in Firms MT: Marquis Salon IV - TIM 2 647 TIM: Industry, Technology & 638 RM: Online Technologies MT: Rhine & Savoy 522 RM/OB: Self-report Measurement Issues MT: Rio Grande & MacKenzie **513** OM: OM **536** OM: Operational Mgmt 626 OM: Product Design/Development MT: Tigris & Danube 465 CMS: Encounters With Empires 566 CMS/OMT/GDO: Resisting the HI: Board & Directors - MH 605 MH: MH Visual Paper Session HI: Board & Directors - ODC 1 621 ODC: Barriers to Change HI: Board & Directors - ONE 633 ONE: Strategies - Sust Devel HI: Carter 511 ODC: Org. Responses to Change **622** ODC: Change Models

Monday Morning, August 14, 2006 (cont.)

7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HI: Council/Cabinet Room			466 ENT: Starting New Ventures					/ ENT: Risk & I	ndividual Difference
HI: Crystal Ballroom A & F			523 SIN	M: Welcome Ses	sion SIM		639	SIM: Ethical C	Corp. Culture
HI: Crystal Ballroom B & E							640	SIM: Moral Ju	stification
HI: Crystal Ballroom C & D			467 EN	T: Entrepreneur	ial Strategy		568	B ENT: Entrepre	eneurial Exits
HI: DeKalb							574	HCM: Instituti	onal Theory in Healt
HI: Douglas			521 PN	P: PNP Organiz	ational Commitr	nent			ctives on New Public
HI: Embassy Room				T: Entrepreneur				ENT: Revisitir	
HI: Grand Ballroom C				S: Virtuous Man	<u> </u>			AAS: Analytic	· · · · · · · · · · · · · · · · · · ·
HI: Grand Ballroom D				S: Learning/Org		rms		AAS: Strategi	
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HI: Grand Salon C				M/HR/OB: Justice	•		618	OB/SIM/CM ⁻¹	Ethics and Social
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HI: Grand Salon E			01000	710701VIT : Olluate	a riodon Online	Torums			Business and Violent
HI: Gwinnett			472 HC	M: HCM Busine	ss Meeting			HCM/HR: Phy	
HI: Jackson		440 ODC:		C: ODC Theme				ODC: Team L	
HI: Madison		-110 000.		IE: Strateg v /Env					olders/Environment
HI: Monroe			320 ON		D: Issues in Non	profit			fit Markets & Identit y
HI: Paulding			504 MS	SR: Spiritual Lea		pront	030) I MI . MONDIO	iii warkets & identity
HI: Roosevelt				f: Emplo y ees an			606	MU: Loadorel	nip, Practice and
HI: Washington				T: Corp Venturir					ate Entrepreneurship
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HR: Cairo				R: Ins and Outs				· · · · · · · · · · · · · · · · · · ·	Self-Management
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HR: Geneva			AEO CA	.U: Distance Edu	unation.		EGO	CAU: Underst	tanding Mah
HR: Grand Hall			439 CA				300	CAU. Undersi	tanding web
HR: Grand Hall - Break Area				329 AA/	A: Exhibits	E/	10Conf. Break		
HR: Hanover A			460.0	A: Casial Campa	riaan O Aassumt				and Incivilia
HR: Hanover B				1: Social Compa				CM: Deviance	•
HR: Hanover C				R: Welcome and					Proximal Outcomes
HR: Hanover D				1: Negotiation Fo				CM: Engende	
HR: Hanover E				3/HR/CAR: New	.,	x tneor y			rm Misperception
HR: Hanover F				B: Emotion Regu				OB: Proactive	
				MED: Training		'			val Behaviors: Antec
HR: Hanover G		400 444		3: Leadership an	a Fairness		611	OB: Leadersn	nip and Emotions
HR: Harris			Placement S		1 D :: M			1 ODO F (11.6.10
HR: Inman		4	41 GDO/HF	R/OB: Work-Fam	illy Decision-Ma	king			nal Intelligence
HR: International North - CAR									Concepts Visual
HR: International North - CM 1								CM: Organiza	
HR: International North - CM 2								CM: Internation	
HR: International North - HR							578	HR: Adjusting	, Adapting &
HR: Kennesaw				O/CAR/OB: Ma		ifference			w of Social Identities
HR: Lenox				O: The Way It Is					ship, Race, and
HR: Manila			475 HR	VOB: Moderators	s of Goal Orienta	ation			nce Evaluation and
HR: Montreal			494 MC	: Executive Coa	ching Research		624	ODC/MC: Glo	bal and Strategic Ol
HR: Piedmont			504 OB	3: Organizational	Reward System	ns	612	OB: Individua	I Performance in
HR: Pre-function Area - Member				530 AA	A: Membership				
HR: Pre-function Area - Reg.				531 AA	A: Registration				+
HR: Regency V - Table A1			482 IP:	Dynamic Capab	ilities		588	B IP: Knowledge	e Diffusion
LID: Dogonou V. Toblo A2			483 IP-	Institutions and	CCD		580	IP: Work/Life	Ralance
HR: Regency V - Table A2			700 II .	Institutions and	USK		304	II . WOINLIE	Dalaricc

Monday Morning, August 14, 2006 (cont.) 7:00 7:30 8:00 8:30 9:30 10:00 10:30 11:00 11:30 HR: Regency V - Table A4 **591** IP: Organizational Innovation 485 IP: Tech. & Industry Evolution HR: Regency VI - Table B1 486 IP: Research in Dynamic Capability **592** IP: Knowledge Capabilities HR: Regency VI - Table B2 487 IP: Sensemaking 593 IP: Network Structure HR: Regency VI - Table B3 488 IP: Learning in Alliances 594 IP: Social Capital HR: Regency VI - Table B4 489 IP: Outsourcing 595 IP: Business Networks HR: Regency VII - Table C1 490 IP: Conflict in JV **596** IP: Social Ties HR: Regency VII - Table C2 491 IP: Foreign Entry 597 IP: Deviance HR: Regency VII - Table C3 492 IP: Knowledge Creation 598 IP: Exchange Theory HR: Regency VII - Table C4 493 IP: Turnover 599 IP: Impact of IT HR: Roswell 505 OB: Person-Organization Fit 613 OB: Cross-Cultural Justice HR: Singapore 476 HR/RM/IM: International HRM Research 580 HR: Structured Interviews HR: Spring 534 MED: MED Keynote Address: 602 MED: Educating the Whole Person HR: Techwood 603 MED: On-Line Learning HR: University 604 MED: New Philosophies of MED HR: Vancouver 495 MC: Org. Change & Development 600 MC: Frameworks for Consulting HR: Vinings 506 OB/GDO: Group Diversity 614 OB: Psychological Contract Violati



The Happy Company from series "Architecture of Corporate Life" Chris Poulson, University of Tasmania, Australia

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

Section B 58

Monday Afternoon, August 14, 2006

	ivioliday i		10011	, 114	5 431	11,20	, 00			
12:00	12:30 1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00	
MT: Chablis & Picard	734 RM: RM Internationa	al Networking		840 RM	l: Measuremer	nt/Scale	918	8 RM: Anal y s	is and	
MT: Champagne	737 TIM: Intellectual Pro				1: Network Str		924 TIM: University			
MT: Cluster 1 - Amsterdam	691 IM/OMT/SIM: Crony	ism		784 IM:	Institutions ar	nd MNC	876 IM: Barry Richman Award			
MT: Cluster 1 - Copenhagen	685 IM: MIC Roundtable			788 IM/	HR/CAR: Staf	ing		7 IM: Develop		
MT: Cluster 1 - Madrid	686 IM: MNC Subsidiary	Survival				Market MNC	87	8 IM: Internat	tional M&A	
MT: Cluster 1 - Stockholm	687 IM: Diversity in Team				Cross-Culture	•	87	9 IM: Inter-Cu	ultural	
MT: Cluster 1 - Trinidad	688 IM: International Exp				International I			IM: Internation		
MT: Cluster 2 - Magnolia	710 MOC: Theorizing Se	ensemaking		812 MO	C: Dynamics	of Decision	89	5 MOC: Maki	ing Decisions,	
MT: Cluster 3 - Bonn	655 BPS: Dynamic Capa	abilities & Change		753 BPS	S: Product De	velopment	85	1 BPS: What	are dynamic	
MT: Cluster 3 - Cabinet	742	BPS: Exploration a	nd	754 BP:	S: Founder Ba	ckgrounds		2 BPS: Ventu		
MT: Cluster 3 - London	656 BPS: International D)iversification		755 BPS	S: Acquisition	Waves	85	3 BPS: Retur	rns to Acquirers	
MT: Cluster 3 - State	657 BPS: Value Generat	tion & Capture			S: Drivers of F			4 BPS: Stake		
MT: Cluster 3 - Sydney	661 BPS/OMT: Stakehol	ders in OMT & Str	ategy	757 BPS	S: CEO Cogni	tion	85	5 BPS: Alloca	ating Scarce	
MT: Cluster 3 - Zurich		BPS: Rivalr y and			S: Learning &			6 BPS: Firm		
MT: Cluster 4 - Yukon	668 CMS: CMS, Power,	Workplace		769 CM	IS/SIM: Local	Solidarity				
MT: Cluster 5 - Monte Carlo	738 TIM: Organizational	Learning		845 TIM	1: Case Studie	S	92	5 TIM: Innova	ation in Teams	
MT: Cluster 5 - Riviera	739 TIM: University Tech	nnology Transfer		846 TIM	1: Tech Capab	& Resources I	92	6 TIM: TIM D	istinguished	
MT: Cluster 5 - Shangri-La	749 T	ΓΙΜ: Network		847 TIM	1: Patents & In	npact	92	7 TIM: Comp	onent & System	
MT: Cluster 5 - South Hampton	740 TIM/OMT: Nanotech	nology Field Emer	rgence		1: Modularit y		92	8 TIM: Custo	mer-Driven	
MT: Garden Terrace	← ICW: JOB Luncheon									
MT: Imperial - Consulate	747 N	MOC: Transactive I	Memory	813 MO	C: Identity & A	\ttitudes:	89	6 MOC: Org	Identity: Case	
MT: Imperial - Summit	748 N	MOC: Multilevel Cr	eativity	815 MO	C/OB: Team	Cognition	89	7 MOC: Crea	ative Moments &	
MT: International 1	719 OCIS: Comm, IT & S	Structuring		825 OC	IS: Mulriple Pe	erspectives on	90	6 OCIS: OCI	S Ke y note	
MT: International 10	744	BPS: M&A and Inn	ovation	759 BP:	S: Contracts a	nd Strategy	85	7 BPS: Fund	ling Innovation	
MT: International 2	725 OMT: Structure & St	trategy Theory		831 OM	IT: Leadership	Connections	91	O OMT: Socia	al Capital &	
MT: International 3	726 OMT: Organizationa	l Legitimac y		838 OM	IT/SIM/IM: Co	ncepts and	91	1 OMT: Gove	ernance and	
MT: International 4	727 OMT: Process of Ins	stitutionalizatio		832 ON	IT: Institutiona	Processes	91	2 OMT: Instit	iutions and	
MT: International 5	720 OCIS: Taking Cultur	e Seriousl y		826 OC	IS: Social Net	works				
MT: International 6	650 AAS: Transform Kno	owledge to Action		750 AA	S: Coca-Cola	Around the	1497	AAS/CMS: A	A New Compact	
MT: International 7	651 AAS: Voice and Sile	nce at Work		751 AA	S: Organizatio	ns Influencing				
MT: International 8	658 BPS: Firm Boundary	Decisions		761 BP	S/OB: Sports	& Organization	85	8 BPS: Relat	tional View of	
MT: International 9	659 BPS: CEO Successi	ion			S: CEO Dualit		85	9 BPS: Incen	ntives &	
MT: International A	728 OMT: Networks, Tru			833 ON	T: Networks 8	Comm. of		3 OMT: Netw		
MT: International B	729 OMT: Learning, Rou	tines, Innovation		834 ON	IT: Evolution o	f Learning			sion Processes	
MT: International C	730 OMT: Dynamics of In					and Adaptation	91	5 OMT: Ecolo	og y and	
MT: Marquis - Salon I	663 BPS/OMT/MC: Evolu	ution of Practices i	in MC	776 GD	O/CMS/CAR:	Women on				
MT: Marquis - Salon II				837 ON	IT/BPS: Heter	ogeneity &				
MT: Marquis - Salon III	662 BPS/OMT: Dynamic	Models of Compe	etition							
MT: Marquis Salon IV - MOC 1				814 MC	C: Cognitive F	ramings			ural Framings	
MT: Marquis Salon IV - BPS 1	660 BPS: Networks Visu						86	BPS: Gove	ernance Visual	
MT: Marquis Salon IV - IM 1	689 IM: Justice, Trust, ar									
MT: Marquis Salon IV - IM 2	690 IM: Competences ar									
MT: Marquis Salon IV - OM	723 OM: Decision Makin	g in OM								
MT: Marquis Salon IV - OMT 1		15			IT: Leadership					
MT: Marquis Salon IV - TIM 1	711 MOC: Improvisation	al Framings			1: Managing N			9 TIM: Explai		
MT: Rhine & Savoy		014			: The Role Of			9 RM: Metho		
MT: Rio Grande & MacKenzie	724 OM: Human Side of				1: JOM Best Pa		90	9 OM: OM Di	ivision	
MT: Tigris & Danube	669 CMS: Global Capital			768 CM	IS: CMS and t	ne Workplace				
HI: Board & Directors - HCM	679 HCM: Health Manag		i.		0.051	2.5				
HI: Carter	721 ODC: Change Leade				C: ODC Past			8 ODC/MC: T		
HI: Council/Cabinet Room	671 ENT: Entrepreneuria	al Cognition			T: Opportunity			5 ENT: Entre		
HI: Cr y stal Ballroom A & F	735 SIM: CSP			842 SIM	1: Trends in In	ternational	92	O SIM: Ethics	and Profits	

Monday Afternoon, August 14, 2006 (cont.)

							2000	`		5:00 →
12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5.00
HI: Crystal Ballroom B & E	736 SIM: St						Political Activity	921 SIM: Corporate		
HI: Crystal Ballroom C & D	674 ENT/M		menpreneur Be	est		IT: Entreprene	•			
HI: DeKalb			CM: Quality			CM: Power of t		922 SIM: Work & Meaning in		
HI: Douglas	732 PNP: P	ublic Perform	ance Measure	ment		IT/BPS: Leadi		91	7 PNP: Know	wledge Sharing
HI: Embassy Room	672 ENT: E	ntrepreneushi	ip & China		772 EN	IT: Taking NV	International	86	6 ENT: NV 8	& International
HI: Grand Ballroom C	653 AAS: 3	5 Yrs of Wrkp	Ice Reform & F	Res	752 AA	S: The Opt-O	ut Revolt			
HI: Grand Ballroom D	654 AAS: N	ew Cross-Cul	tural Knowledg	je						
HI: Grand Salon A	706 MC/OD	C: New Form	s of OD Consu	ılting	824 OE	B/MOC/CM: Co	onflicting			930 →
HI: Grand Salon B	684 HR/IM/	OB: Internatio	nal Assignmen	nts	822 OE	B/HR/CM: Doe	s Others'			
HI: Grand Salon C	670 CMS/O	MT/RM: The I	Discursive Turr	n: So	789 IM	/OB: Culture a	nd Leadership			
HI: Grand Salon D	731 OMT/O	DC: Pacing &	Sequencing C	hange	829 OE	OC/ONE/SIM:	Business as			
HI: Grand Salon E	677 GDO/H	R/OB: Sexual	Orientation at	Work	810 ME	ED/ODC/CMS	Reflection in			
HI: Gwinnett		746 H	CM: Nursing W	Vorkforce	779 HC	CM/ODC/OMT	: Culture,	87	11 HCM: HCN	M Dist. Speaker:
HI: Jackson	722 ODC: S	Successful Uni	iversity Change	е			hing & Training			ent Management
HI: Madison			· · · · · · · · · · · · · · · · · · ·						16 ONE:	
HI: Monroe	733 PNP: Is	sues in Local	Government		839 PN	IP: PNP Ke y n	ote Address			
HI: Paulding	712 MSR: F					SR: Philosophi				
HI: Roosevelt			and Evolution			H: China and U		92	23 SIM/MH/C	MS: Rowen's
HI: Washington			Entrepreneurs!	hin			Self-Emplo y ed		67 ENT: SE 8	
HR: Brussels			dent Involveme				Middle E. AOM) I LIVI. OL G	Hidividual
HR: Cairo			ole Leader Dev			R: Work/Fam		9.0	A CAR: Evo	cutive Careers
HR: Chicago C	← AAA: Atlanta		ole Leader Dev	veiopinent	102 OF	Art. Wolk/Falli	IIY ISSUES III	00) T CAR. EXEC	Autive Careers
HR: Executive Room 219	← MED: Past D		e, Linch							
	€ IVILD. I dSt L				TO 4 0.4	0. 1: 0			00 OALL T	
HR: Geneva	- AAA. E. Libit		Emerging Issue	es coll.	764 CA	U: Studying C	organizational	86	52 CAU: Trus	t & Control
HR: Grand Hall	← AAA: Exhibit	IS .								
HR: Grand Hall - Break Area						50Conf. Brea				
HR: Hanover A	666 CM: CN				765 CN	1: Third Partie	S			tiation Processes
HR: Hanover B	680 HR: Pa						e Work-Life Int		72 HR: Ice Cr	
HR: Hanover C	667 CM/OB	: Responses	to Injustice		766 CN	/ I: Trust, Distru	ıst, and Repair	86	64 CM/OB/HF	₹: Forgiving
HR: Hanover D	717 OB/CM	/GDO: As y mr	metric Group P	rocesses	821 OE	B/CM: Socializ	ation and	90)5 OB/HR: O	CBs: Be y ond
HR: Hanover E	718 OB/PNI	P: Exploring p	ublic arenas		823 OE	B/MOC: Execu	tive Leadership	89	99 OB: Stress	and Coping
HR: Hanover F	681 HR: Str	ategic HRM a	ind Performand	ce	781 HF	R: The Future	of HR	87	/3 HR: Pa y P	olicies: Cultural
HR: Hanover G	713 OB: Lea	ader-Member	Relationships		817 OE	3: Organization	nal Effects on	90	OB: Interna	ational
HR: Harris	← AAA: Placer	nent Services								
HR: Inman	676 GDO/C	AR: The Tran	sition to Mothe	erhood						
HR: Int'l Ballroom South	652 AAS: O	rg Trust & Pu	blic Concern		777 GE	OO/PNP/MED:	Diversity	86	68 GDO: GD0	D Town Hall
HR: International North - CM 1					767 CN	1: Negotiator 0	Cognition			
HR: International North - MC					802 MO	C: Consulting I	nsights			
HR: International North - MED 1					805 ME	ED: Practices t	o Enhance			
HR: International North - MED 2					806 ME	ED: Tools & Ap	proaches to			
HR: Kennesaw	678 GDO/O	B: Workplace	Diversit y					86	9 GDO: Stia	matized Groups
HR: Lenox	675 GDO: S		•		775 GF	OO: "Life-Frien	dl y "			Justice for All?
HR: Manila	682 HR: Off					R: Downsizing:				ess and Justice
HR: Montreal	704 MC: Co					C/HR: Consult			2 MC: Advar	_
HR: Piedmont	714 OB: Go					3: Group Effec			1 OB: Group	
HR: Pre-function Area - Member	← AAA: Memb		O.IOIIIGUOIIO		J 10 0L	. Group Enco	511000	<u></u>	. 2 OD. Oroup	5 mamilio
HR: Pre-function Area - Reg.	← AAA: Regist									
HR: Regency V - Table A1	692 IP: Dec				700 ID:	Managarial II	uman Capital	0.0	31 IP: Impact	of Idontity
HR: Regency V - Table A1 HR: Regency V - Table A2						Managerial H				
,	693 IP: Trus					Leader Differ			32 IP: Territor	•
HR: Regency V - Table A3	694 IP: Imp					Leadership T			3 IP: Optimis	
HR: Regency V - Table A4	695 IP: Lea	rning Systems	8		/93 ℙ:	Boards of Dir	ectors	88	34 IP: Social (Capital in

Monday Afternoon, August 14, 2006 (cont.)

12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00		
HR: Regency VI - Table B1	legency VI - Table B1 696 IP: Organizational Effectiveness						ition	88	885 IP: Strategic Legitimation			
HR: Regency VI - Table B2	697 IP: Cult	ture			795 IF	: Political Stra	teg y	88	6 IP: Organiz	ational Norn		
HR: Regency VI - Table B3	698 IP: Org	anization Lear	ning		796 IF	: Team Effect	veness					
HR: Regency VI - Table B4	699 IP: Con	nmitment			797 IF	: Group Cogn	tion	887 IP: Shared Meaning				
HR: Regency VII - Table C1	700 IP: Wor	kplace Divers	ity		798 IF	: Leadership 1	heor y	888 IP: Adaptive Capability				
HR: Regency VII - Table C2	701 IP: Isor	norphism			799 IF	: Organization	al Processes	889 IP: Regional				
HR: Regency VII - Table C3	702 IP: TM	Γand Organiz	ation Design		800 IF	: Justice		890 IP: Interorganizational				
HR: Regency VII - Table C4	703 IP: Cor	struct Develor	oment		801 IF	: Systems Dy	namics	891 IP: Organizational				
HR: Roswell	715 OB: Tru	ust in Relation	ships		819 O	B: Social Netw	ork Effects	902 OB: Justice in				
HR: Singapore	683 HR: Tra	aining Outcom	es: The Role		783 H	R: Training Ou	tcomes: The	875 HR: Socialization and				
HR: Spring	707 MED: N	MED as a Pers	onal Journe y		807 M	IED: Experient	ial Learning	893 MED: Learning Across				
HR: Techwood					808 M	IED: The Evolu	ition of	89	4 MED: Becc	oming An		
HR: University	708 MED: A	Applying AI to I	Mgt Developme	ent	809 M	IED: Creating I	Managers v	90	3 OB: Innova	ation and		
HR: Vancouver	705 MC: Kr	owledge Man	agement Consu	ult	804 M	IC/ODC/RM: C	ollaborative					
HR: Vinings	716 OB: Qu	alitative Studi	es:Leadership		820 O	B: Motivation		90	4 OB: Stress	and Burnou		

Monday Evening, August 14, 2006 7:30 8:00 5:30 6:00 6:30 7:00 8:30 9:00 9:30 10:00 MT: Chablis & Picard 952 RM: RM Social MT: Cluster 1 - Copenhagen 934 IM: IMD Business Meeting MT: Cluster 5 - Monte Carlo 953 TIM: TIM Social MT: Cluster 5 - Riviera 940 TIM: TIM Division MT: Garden Terrace 933 ICW: U. Georgia Reception MT: Imperial - Salon A 957 IM: IMD Social MT: Imperial - Salon B 962 AAA: President's Dessert Reception MT: International 1 935 OCIS: OCIS Business MT: International 3 936 OMT: OMT 945 OMT: OMT Social Hour MT: International 9 954 ICW: U. of Michigan Party MT: Marquis - Salon I 959 GDO: GDO Social Hour MT: Marquis - Salon II 955 ICW: MFCA Reception MT: Marquis - Salon III 960 ICW: BYU Ice Cream Social MT: Marquis - Salon IV 949 OCIS: Social Hour MT: Marquis Salon IV - OCIS 950 OCIS: OCIS Visual Papers MT: Rhine & Savoy 938 RM: RM Business MT: Rio Grande & MacKenzie 944 OM: OM Division Social MT: Tigris & Danube 941 CMS: CMS Business Meeting HI: Council/Cabinet Room 932 ENT: ENT Division HI: Crystal Ballroom A & F 958 SIM: SIM & PNP Joint Social HI: Crystal Ballroom B & E 939 SIM: SIM Business Meeting HI: Crystal Ballroom C & D **947** ENT: ENT Division Reception HI: Douglas 937 PNP: PNP Awards & HI: Grand Ballroom D 956 ICW: BAM Reception HI: Grand Salon A ← ICW: NE University Reception HI: Monroe 951 PNP: PNP Social HI: Pool Deck 942 HCM: HCM Division Social HR: Centennial III & IV 948 OB: OB Awards and Celebration HR: Chicago C ← AAA: Atlanta 2006, LAC ← GDO: GDO Town Hall **946** GDO: GDO Business HR: Int'l Ballroom South HR: Montreal ← MC: MC HR: Vancouver 943 MC: MC Social Hour OS: MC - City Grill 961 MC: Members & Friends Dinner

Tuesday Morning, August 15, 2006 7:00 7:30 8:00 8:30 9:00 10:00 11:00 11:30 MT: Chablis & Picard 1066 RM: Alternative Analysis 1173 RM: Measurement Invariance MT: Champagne 1046 OM: Information Sharing & Coordina 1159 OM: Improving Service MT: Cluster 1 - Amsterdam 999 IM: Global Outsourcing 1109 IM: Does Corruption Matter? MT: Cluster 1 - Copenhagen 1005 IM/BPS/MED: Management Knowledge 1110 IM: SME Internationalization MT: Cluster 1 - Madrid 1000 IM: Subsidiary Management 1111 IM: Knowledge Acquisition by MT: Cluster 1 - Stockholm 1001 IM: Culture and Work Behavior **1112** IM: Training and Retention MT: Cluster 1 - Trinidad 1002 IM: International Business Groups 1113 IM: Liability of Foreignness MT: Cluster 2 - Magnolia 1038 OCIS: Distributed Cognition 1149 OCIS: Virtual Teams & Work MT: Cluster 3 - Bonn 977 BPS/OMT: Higher Order Dynamic Capabilit 1077 BPS: Ambidexterity & Rapid MT: Cluster 3 - Cabinet 1070 BPS: Ent. 1078 BPS: Real Options in Real Firms MT: Cluster 3 - London 1071 BPS: M&A and Learning 1079 BPS: Prod & Int Diversification MT: Cluster 3 - State 971 BPS: Formal Contributions to BPS 1085 BPS/CMS/SIM: Critical Value MT: Cluster 3 - Sydney 1072 BPS: Strategy 1086 BPS/OMT: The Ritual of Strategy MT: Cluster 3 - Zurich 972 BPS: Multimarket Rivalry **1080** BPS: Dynamics of Imitation MT: Cluster 4 - Thames **963** AAA: Past Presidents MT: Cluster 4 - Yukon 984 CMS: Management and Public Concern MT: Cluster 5 - Monte Carlo 1062 TIM/BPS: TMTs and Innovation 1177 TIM: Interorganizational MT: Cluster 5 - Riviera 1059 TIM: New Firms and Tech Innovation **1178** TIM: Knowledge Management MT: Cluster 5 - Shangri-La 1063 TIM/OCIS/OMT: Organizing Visions **1179** TIM: Innov, Orgs & Mkt Creation MT: Cluster 5 - South Hampton 1180 TIM: Tech Capab & Resources II 1060 TIM: Research & Development MT: Imperial - Consulate 1027 MOC/OB/OMT: Team Creativity **1133** MOC: Learning & Unlearning: MT: Imperial - Summit 1025 MOC: Relating via Relationships 1134 MOC: Relating & Networking in MT: International 1 1039 OCIS: E-Commerce **1150** OCIS: Ubiquitous Media MT: International 10 973 BPS: Innovation and Networks 1081 BPS: Knowledge Flows MT: International 2 1052 OMT/CMS: Myths We Live By 1161 OMT: Knowledge Mamt and MT: International 3 1048 OMT: Org. Structure and Design 1162 OMT: Evolution of Legitimacy MT: International 4 1049 OMT: Institutions in Org. Fields **1163** OMT: Organizational MT: International 5 1040 OCIS: RFID and IOS 1151 OCIS: IT Architecture & MT: International 6 967 AAS: Boundaryless Career Research MT: International 7 968 AAS: Bus. an Agent of Wrld Benefit 1076 AAS: Wal-Mart Effect MT: International 8 974 BPS: Alliance Value Creation 1082 BPS: Alliance Portfolios MT: International 9 975 BPS: CEO Pay & Control Mechanisms 1083 BPS: CEO Succession MT: International A 1053 OMT/OB: Leadership in Emergent Events 1164 OMT: Social Side of Innovation MT: International B 1050 OMT: Culture Around the Globe 1165 OMT: Embeddedness of Work MT: International C 1051 OMT: Strategy of Org. Change 1166 OMT: Rhetoric and Change MT: Marguis - Salon I 1006 IM/MED: Leadership Across Cultures 1100 ENT/IM: Academic MT: Marquis - Salon II 978 BPS/OMT/TIM: Experience and Org 1087 BPS/OMT: Architecture of MT: Marquis - Salon III 1041 OCIS/OMT/OB: Online Community Design MT: Marquis Ballroom Foyer 1074 All Academy Break MT: Marquis Salon IV - BPS 1 976 BPS: Innovation Visual 1084 BPS: Competitive Advantage MT: Marquis Salon IV - IM 1 1003 IM: Intl Expansion Strategy 1114 IM: MNC Knowledge and MT: Marquis Salon IV - IM 2 1004 IM: Institutions and Change MT: Marquis Salon IV - OMT 1 1167 OMT: Strategy and Trust MT: Marquis Salon IV - OMT 2 1168 OMT: Studying Networks MT: Marquis Salon IV - TIM 1 1061 TIM: Managing Knowledge btwn Firms MT: Rhine & Savoy 1064 RM/OB: Leadership Predictors 1174 RM: Tools for Knowledge MT: Rio Grande & MacKenzie **1047** OM/BPS: Perspectives of Performance **1160** OM: Research and Practice in MT: Tigris & Danube 985 CMS: Social Theory and CMS 1095 CMS: Resistance HI: Board & Directors - ODC 1 1152 ODC: Change Agents HI: Board & Directors - ODC 2 **1153** ODC: Change Implementations HI: Board & Directors - ODC 3 1154 ODC: Managing Large-scale HI: Board & Directors - PNP 1170 PNP: Issues in Public &

Tuesday Morning, August 15, 2006 (cont.) 7:00 7:30 8:00 8:30 9:00 9:30 10:00 10:30 11:00 11:30 HI: Carter 1042 ODC: Innovation & Change 1155 ODC: New Directions in ODC HI: Council/Cabinet Room 986 ENT: Family Business 1096 ENT: Governance & Family HI: Crystal Ballroom A & F 1175 SIM: Stakeholder Theory 1057 SIM: Corruption, Responsibility, MN HI: Crystal Ballroom B & E 1058 SIM: Old Wine in New Bottles **1176** SIM: Ethical Leadership HI: Crystal Ballroom C & D 987 ENT: Networks & Social Capital 1097 ENT: Networks and Alliances HI: DeKalb 1043 ODC: Org Learning & Change 1156 ODC: Change Practices HI: Douglas 1055 PNP: Collaboration & Network Mgmt 1171 PNP: Policy, Decisions & HI: Embassy Room 993 HCM: Evidence-Based Management 1104 HCM: Health Care Behavior HI: Grand Ballroom D 970 AAS: Pshng Mentorng Bndrs: T & R HI: Grand Salon A 1022 MED/CMS: Teaching CMS 1158 ODC/OCIS/MOC: Discourse and HI: Grand Salon B 1036 OB/MOC/OMT: Cognition and networks 1147 OB/MOC/CAR: When Work is a HI: Grand Salon C 1007 IM/OB/HR: Multicultural Teams 1135 MOC/OB/HR: Managerial HI: Grand Salon D 1026 MOC/OB/CAR: Enabling professional 1148 OB/OMT/OCIS: Team HI: Grand Salon E 1045 ODC/MC: Design Sciences and Consulting 1115 IM/GDO/HR: Work-Family HI: Gwinnett 994 HCM: Diffusion of Innovations **1105** HCM/TIM: Innovation in Health HI: Jackson 1044 ODC: Strategic Decision Making 1157 ODC: Organizational HI: Jefferson 988 ENT: The Self-Employment Decision 1098 ENT: NVC: Region & Social HI: Madison 1054 ONE: Envtl Mgmt Models 1169 ONE: Pressures for Envtl HI: Monroe 1172 PNP: Nonprofit HRM: Volunteers 1056 PNP: Regulation & Organization Resp HI: Paulding 1136 MSR: Theology & Faith at Work 1028 MSR: Measurement HI: Roosevelt 1024 MH: Transition and History **1132** MH: Presidents and Founders HI: Washington 989 ENT: The Power of Venture Capitalis 1099 ENT: Venture Capital Process HR: Brussels 980 CAU: Orgs & Knowledge (OAK) Group 1090 CAU: Service-Learning HR: Cairo 992 GDO/CAR: Women Above the Glass Ceiling 1088 CAR: Organizational career HR: Chicago A 1137 OB: International Lounge HR: Chicago C 964 AAA: Atlanta 2006, LAC HR: Geneva 1091 CAU: Strategic Foresight 981 CAU: Arts Aesthetics & Organization HR: Grand Hall 1067 AAA: Exhibits HR: Grand Hall - Break Area 1075 Conf Break HR: Hanover A 982 CM: Justice and Fairness **1092** CM: Technology & Relationships HR: Hanover B 995 HR: Validating FJA in Primary Care **1106** HR: Future of HR Discipline HR: Hanover C 1093 CM: Relationship Conflict in 983 CM/OB: Status and Power in Groups HR: Hanover D 1034 OB/CAR/MOC: Socialization Boundaries 1146 OB/GDO: Examining Rater HR: Hanover E 1029 OB: Leader personality and context 1138 OB: Virtual Team Leadership HR: Hanover F 996 HR: HR Strategy and Organizatio 1107 HR: High Performance Work HR: Hanover G 1073 OB: Lifetime Achievement **1139** OB: Conflict in Organizations HR: Harris 965 AAA: Placement Services HR: Hong Kong 966 GDO: Potential Diversity Hotbeds 1102 GDO/HR/OMT: Recruiting a HR: Inman 990 GDO: The Lonely Workplace **1103** GDO/MED: Diversity Training HR: Int'l Ballroom South 969 AAS: Dynamics of Industry Evolution HR: International North - CM 1 **1094** CM: Whistle-blowing and Justice HR: International North - GDO 991 GDO: Issues of Race and Gender HR: International North - HR 997 HR: Adjusting, Adapting & Learning HR: International North - MED 1 **1129** MED: Issues in Management HR: Kennesaw 1065 GDO: Complexity of Race and **1101** GDO: Women's Career Choices HR: Lenox 1030 OB: Justice and OCBs 1140 OB: OCBs in the supervisory HR: Manila **1035** OB/MED: Evaluating Leader Development **1141** OB: Leadership and HR: Montreal 1020 MC: Client Consultant Relationship 1128 MC: Consultant Relationships HR: Piedmont **1037** OB/OMT: Immediate vs Delayed Feedback 1142 OB: Power and Politics HR: Pre-function Area - Member 1068 AAA: Membership HR: Pre-function Area - Reg. 1069 AAA: Registration HR: Regency V - Table A1

1116 IP: Conflict in Negotations

1008 IP: Decline

Tuesday Morning, August 15, 2006 (cont.)											
7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30		
HR: Regency V - Table A2			1009	P: Culture and C)rganization		1117 IP: Ethical Behavior				
HR: Regency V - Table A3			1010 II	P: Social Capital	and Learning		1118	: Absorptive Ca	apacit y		
HR: Regency V - Table A4			1011	P: Post-Merger I	mplementation		1119 IP: New Product Development				
HR: Regency VI - Table B1			1012	012 IP: Contingency Theory 1120 IP: Flexible Organization				nizations			
HR: Regency VI - Table B2			1013 IP: RBV Definition of the Firm 1121 IP: Agency and				: Agency and S	Strategy			
HR: Regency VI - Table B3			1014	P: Workplace Ad	comodation	nodation 1122 IP: Agency Theory					
HR: Regency VI - Table B4			1015	P: Innovation Ca	pabilit y		1123 IP: Multinationality &				
HR: Regency VII - Table C1			1016 II	P: Construct Me	asurement		1124 IP: Team Effectiveness				
HR: Regency VII - Table C2			1017 II	P: Startups & Sp	inoffs		1125 IP	: CEO Turnove	er		
HR: Regency VII - Table C3			1018 II	P: RBV Theory			1126 IP	: Resource De	pendence		
HR: Regency VII - Table C4			1019 II	P: Market Entry			1127 IP	: National Instit	utions		
HR: Roswell			1031	DB: Big 5 Persor	nalit y		1143 O	B: Deviant Beh	avior		
HR: Singapore			998 HR	R: HR Administra	tion: Structur		1108 H	R: Organization	nal Size and Gov		
HR: Spring			1021 N	/IED: How Leade	ers Learn		1130 M	ED: Optimizing	Mangement		
HR: Techwood			1023 MED/IM: Emergent Paradigms in the ME 1131 MED: Internships & Fi				& Field				
HR: University			1032	DB: Work-Family	Conflict		11440	B: Non-Traditio	nal Work		
HR: Vancouver			979 CA	R: Career Mana	igement		1089 C	AR: Career Boo	oks Publishing		
HR: Vinings			1033	DB: Member-Tea	m Relationships	3	1145 0	B: Diversit y in 0	Organizations		



Senior Management from series "Architecture of Corporate Life" Chris Poulson, University of Tasmania, Australia

Tuesday Afternoon, August 15, 2006 12:00 12:30 1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30 5:00 MT: Chablis & Picard 1271 RM: Testing Mediation MT: Cluster 1 - Amsterdam 1223 IM/OB/HR: Intl Research 1307 IM: Organization MT: Cluster 1 - Copenhagen 1219 IM: International 1359 TIM/IM/BPS: Global MT: Cluster 1 - Madrid 1308 IM: Managing M&As **1220** IM: Internationalization of MT: Cluster 1 - Stockholm 1221 IM: Leadership and Mentoring 1309 IM: Pay and Performance MT: Cluster 1 - Trinidad **1222** IM: International Performance 1310 IM: MNC Identity and MT: Cluster 2 - Magnolia 1253 OCIS: Online Communities 1338 OCIS: IT Innovation MT: Cluster 3 - Bonn **1281** BPS: Best Dissertation **1187** BPS: External Knowledge MT: Cluster 3 - Cabinet **1188** BPS: Ent TMT Composition 1282 BPS: Ent. MT: Cluster 3 - London **1189** BPS: Diversification Value 1283 BPS: Stakeholders & MT: Cluster 3 - State 1190 BPS: Causal Ambiguity 1284 BPS: Reputation & MT: Cluster 3 - Sydney 1191 BPS: TMT Group Dynamics 1285 BPS: Temporal Paths to MT: Cluster 3 - Zurich 1192 BPS: Research Methods in 1286 BPS: Regulation & MT: Cluster 4 - Yukon **1205** CMS: Critiques of Leadership 1296 CMS: MT: Cluster 5 - Monte Carlo 1355 TIM: Innovative Teams **1276** TIM: Leadership & Innovation MT: Cluster 5 - Riviera 1277 TIM: Knowledge Mgmt & 1356 TIM: Managing Innovation MT: Cluster 5 - Shangri-La 1278 TIM: Industry Evolution 1357 TIM: Market Entry MT: Cluster 5 - South Hampton **1279** TIM: Mergers & Acquisitions 1358 TIM: Create/Share Interorg MT: Imperial - Consulate 1241 MOC: Org Change & 1326 MOC: Cognition & MT: Imperial - Summit **1242** MOC/OB/OMT: Emotion in **1327** MOC: Relating Leaders MT: International 1 1254 OCIS: Media and 1339 OCIS: Knowledge in IS MT: International 10 1287 BPS: Protecting IP 1193 BPS: Innovation and MT: International 2 **1260** OMT: Relational Aspects of 1348 OMT/ENT: Dot Com MT: International 3 1267 OMT/MOC: The Dark Side of 1349 OMT/TIM/BPS: Shaping MT: International 4 1261 OMT: Organizational Ties 1344 OMT: Dynamics of MT: International 5 **1255** OCIS: Studies on IT Usage 1340 OCIS: IT Adoption & MT: International 6 1184 AAS: Mgt in an Age of MT: International 7 1185 AAS: Environmental Jolts MT: International 8 1194 BPS: Trust in Alliances 1288 BPS: Outsourcing MT: International 9 1195 BPS: TMT & Firm 1289 BPS: CEO Incentives MT: International A **1262** OMT: Innovation and 1345 OMT: Effects on MT: International B 1263 OMT: Employment Relations 1346 OMT: Work and MT: International C 1264 OMT: Radical Organizational 1347 OMT: Cognition and MT: Marquis Salon IV - BPS 1 1196 BPS: Industry Dynamics MT: Marquis Salon IV - BPS 2 1197 BPS: Diversification/M&A MT: Marquis Salon IV - OM 1342 OM: Managing Supply MT: Marquis Salon IV - OMT 1 1265 OMT: Thinking About MT: Marquis Salon IV - OMT 2 1266 OMT: Org. Design & Evolution MT: Rio Grande & MacKenzie 1258 OM: Theory in SCM 1343 OM: In Pursuit of MT: Tigris & Danube 1297 CMS: CMS Plenary on **1206** CMS: Emancipation HI: Carter 1256 ODC: Commitment and HI: Council/Cabinet Room 1207 ENT: International Family HI: Crystal Ballroom A & F **1275** SIM/PNP/BPS: Research in 1352 SIM: Determinants of HI: Crystal Ballroom B & E **1274** SIM/HR: Unmasking HI: Crystal Ballroom C & D 1298 ENT: Social 1208 ENT: Venture Structure & HI: DeKalb **1353** SIM: Social 1272 SIM: Stakeholder HI: Douglas 1273 SIM: Law & Public Policy 1354 SIM: Values in Business HI: Grand Ballroom D 1186 AAS: What Really Matters in HI: Grand Salon A 1239 MED/MC/IM: Future of HI: Grand Salon B 1268 OMT/OB/PNP: Making the Impossible HI: Grand Salon C 1218 HR/OB/IM: Psychological HI: Grand Salon D **1259** OM/TIM: Service Innovation

Tuesday Afternoon, August 15, 2006 (cont.) 12:00 12:30 1:00 1:30 2:00 2:30 3:00 4:00 4:30 5:00 HI: Grand Salon E 1204 CM/OB: Social Psychological HI: Gwinnett 1213 HCM: Professionals as 1303 HCM/MOC: HI: Jackson 1257 ODC: Measurement & 1341 ODC: Distinguished HI: Jefferson 1209 ENT: NVC: Industry & Social 1299 ENT: Entrepreneurship & HI: Madison 1269 ONE: NEW OB/ONE **1350** ONE: Envtl Vision and HI: Monroe **1270** PNP: Nonprofit Performance 1351 PNP: Social Networks HI: Paulding 1243 MSR: Distinguished Speaker 1328 MSR: Business Meeting HI: Roosevelt 1325 MH: MH Business 1240 MH: Models and Viewpoints HI: Washington 1210 ENT: VCs & Emerging HR: Brussels 1200 CAU: Teaching Undrgrads **1292** CAU: Ethnic Minority HR: Cairo 1198 CAR: Higher Ed. / Faculty 1290 CAR: Career Decision HR: Centennial Ballroom 1181 AAA: Presidential Luncheon HR: Chicago A 1183 AAA: Membership Debriefing ← AAA: Atlanta 2006, LAC HR: Chicago C HR: Geneva **1201** CAU: Nonprofits & Social 1293 CAU: Indigenous HR: Grand Hall ← AAA: Exhibits HR: Grand Hall - Break Area **1280** AAA: HR: Hanover A 1294 CM: Race-Related Public 1202 CM: Cognition, Identity & HR: Hanover B 1217 HR/MED: HR Education **1304** HR: Recruitment in HR: Hanover C 1203 CM: Conflict and Group 1295 CM/OB: Jockeying for HR: Hanover D **1252** OB/MOC: Emotion 1334 OB/MOC: Emotion in HR: Hanover E **1244** OB: Charismatic Leadership 1329 OB: Prosocial Motivation 1305 HR: HRM Practices and HR: Hanover F 1214 HR: HRM and Firm HR: Hanover G 1245 OB: Social Networks 1330 OB: Leadership and ← AAA: Placement Services HR: Harris HR: Hong Kong 1216 HR/BPS: Knowledge and 1300 GDO: Who "Manages" HR: Inman 1302 GDO/HR/OB: Workplace 1211 GDO: Improving Diversity HR: Kennesaw 1212 GDO: The Human Race? 1301 GDO: Women on Boards HR: Lenox 1246 OB: Personal Characteristics 1331 OB: Decision-Making HR: Manila 1247 OB: Psychological Contracts **1336** OB/OMT: Information HR: Montreal 1236 MC/OMT: Knowledge-based **1322** MC: Knowledge and HR: Piedmont 1248 OB: Leadership Development **1337** OB/RM: Emotional HR: Pre-function Area - Reg 1182 AAA: Registration HR: Regency V - Table A1 1224 IP: Institutional Constraints 1311 IP: Social Capital and HR: Regency V - Table A2 1312 IP: Entrepreneurial 1225 IP: Firm Growth HR: Regency V - Table A3 **1226** IP: Learning and Innovation 1313 IP: Strategy Process HR: Regency V - Table A4 1227 IP: Social Exchange **1314** IP: Ethics in Education HR: Regency VI - Table B1 1228 IP: Pedagogy 1315 IP: Affect in Conflict HR: Regency VI - Table B2 1229 IP: Theory Development **1316** IP: Emerging Economies HR: Regency VI - Table B3 1230 IP: Capabilities in SMEs 1317 IP: ENT Networks HR: Regency VI - Table B4 1231 IP: CSR and Performance 1318 IP: Diffusion of HR: Regency VII - Table C1 **1232** IP: Diversity Research 1319 IP: Diversification HR: Regency VII - Table C2 1320 IP: Small Businesses **1233** IP: Hostile Work Environment HR: Regency VII - Table C3 1234 IP: Self-Regulation 1321 IP: Individual Differences HR: Regency VII - Table C4 1235 IP: Connectedness Risk HR: Roswell 1249 OB: Motivation through 1332 OB: Leadership and HR: Singapore **1215** HR: Social Desirability, Self-E **1306** HR: Job Analysis and HR: Spring 1237 MED: Teaching Strategic 1323 MED: Enhancing HR: Techwood 1238 MED: Ethics In Management 1324 MED: Learning Across HR: University 1250 OB: Leadership and Creativity **1333** OB: Trusting Leaders HR: Vancouver 1199 CAR: Career Success and 1291 CAR: Voices of reality

HR: Vinings

1251 OB: Organizational Climates

1335 OB/MOC: SMMs &

Tuesday Evening, August 15, 2006 7:00 7:30 8:00 5:30 6:00 6:30 8:30 9:00 9:30 10:00 MT: Cluster 1 - Stockholm 1363 IM: IMD BAH Intl Scholar Award MT: Garden Terrace 1372 AAA: LAC Thank You Party MT: Imperial - Consulate 1366 MOC: MOC Business 1377 MOC: MOC Social MT: Imperial - Salon A 1375 BPS: BPS Social MT: International 5 1374 OCIS: OCIS Informal Social MT: Marquis - Salon I 1360 BPS: BPS Business HI: Council/Cabinet Room **1362** ENT: Reviewer Reception HI: DeKalb 1373 ICW: Nova Closing Meeting HI: Jackson 1368 ODC: ODC Awards & HI: Madison 1369 ONE: ONE Business 1382 ONE: ONE Social HI: Paulding 1367 MSR: MSR Social HI: Pool Deck 1378 ODC: ODC Social HI: Roosevelt 1365 MH: MH Social Event HR: Cairo 1361 CAR: CAR Business ← AAA: Atlanta 2006, LAC HR: Chicago C HR: Hanover A 1370 CM: CM Division HR: Hanover B 1371 HR: HR Division 1380 HR: HR Social HR: Hanover C 1379 CM: CM Division Social Hour 1381 MED: MED & ONE Div Joint Social HR: Spring 1364 MED: MED Awards & Business HR: Vancouver 1376 CAR: CAR Social

Wednesday Morning, August 16, 2006 7:30 8:00 8:30 9:00 9:30 10:00 7:00 10:30 11:00 11:30 MT: Cluster 1 - Amsterdam 1467 IM: IM Research Approaches MT: Cluster 1 - Copenhagen 1402 IM: MNC Diversification 1468 IM: Employee Employer MT: Cluster 1 - Madrid 1384 IM: IMD Member 1403 IM: Local Firms Going Abroad 1469 IM: Intl Business Functions MT: Cluster 1 - Stockholm 1470 IM: Cultures and Subcultures MT: Cluster 1 - Trinidad 1388 BPS/IM: Convergence in Governance 1471 IM: Intl Corporate Governance MT: Cluster 3 - Bonn 1440 BPS: Strategic Planning MT: Cluster 3 - Cabinet 1441 BPS: Ent. Decision-Making MT: Cluster 3 - London **1442** BPS: Acquisition Performance 1449 BPS: Stock Mkts & Strategy MT: Cluster 3 - State 1443 BPS: Competitive Advantage MT: Cluster 3 - Sydney 1444 BPS: Drivers of Strategic 1450 BPS: Governance and MT: Cluster 3 - Zurich 1445 BPS: Market Entry & Survival MT: Cluster 5 - Monte Carlo 1435 TIM: Tech & Firm Boundaries 1493 TIM: Technology, Teams, & MT: Cluster 5 - Riviera 1494 TIM: Radical Product 1436 TIM: Innov Diffusion & Adoption MT: Cluster 5 - Shangri-La **1437** TIM: Innov Performance in Europe 1495 TIM: Customer-Driven Innov II MT: Cluster 5 - South Hampton 1438 TIM: Innovation Strategy 1496 TIM: Strategy, Tech & Innov III MT: Imperial - Consulate 1408 MOC: Tacit Knowledge & Expertise 1475 MOC: Attributions & Biases MT: Imperial - Summit 1409 MOC: High Quality Connections MT: International 1 1420 OCIS: Part. Mgmt & Shared Leadership 1485 OCIS: IT and Representation MT: International 10 1446 BPS: Absorptive Capacity 1451 BPS: Learning and Innovation MT: International 2 1425 OMT: Organizational Fields MT: International 3 1426 OMT: Organizational Trust/Distrust MT: International 4 1427 OMT: Effects on Decision Making MT: International 5 1486 OCIS/TIM/BPS: Managing User 1421 OCIS: IT Career Issues MT: International 8 **1447** BPS: What do Contracts Do? MT: International 9 1448 BPS: TMT Cognition MT: International A 1428 OMT: Industrial Districts MT: International B 1429 OMT: Organizational Identity MT: International C 1430 OMT: Evolution of Leadership MT: Rio Grande & MacKenzie 1424 OM: Integration Issues in OM 1489 OM: International OM MT: Tigris & Danube 1391 CMS: CMS and Organization Theory 1455 CMS: Power and Equity HI: Carter 1422 ODC: Identity Issues in ODC 1487 ODC: Organizational Culture HI: Council/Cabinet Room 1456 ENT: Founders & NV Strategy 1392 ENT: Entrepreneurship Abroad HI: Crystal Ballroom B & E 1434 SIM/OB: Business Ethics in Film 1491 SIM: Ethics and Global Supply HI: Crystal Ballroom C & D 1393 ENT: Small Business Management 1457 ENT: New Venture Growth HI: DeKalb 1432 SIM: Shaping Corporate Governance HI: Douglas 1433 SIM: Determinants of CSR 1492 SIM: Organizational Corruption HI: Gwinnett 1397 HCM: Social Construction of Work 1462 HCM: Org. Learning in HI: Jackson 1423 ODC: OD & Professional Organizations 1488 ODC: Change Case Studies HI: Madison 1394 ENT: Incubation & Other NV Help 1458 ENT: Government Influences on HI: Monroe 1431 PNP/SIM/CMS: Processes of Governance **1490** PNP: Contracts & Collaboration HI: Roosevelt 1407 MH: A Guide to Historical Method HI: Washington 1395 ENT: Investors & Balance of Power 1459 ENT: VCs -- Part II HR: Cairo 1386 CAR/OB: Problems with Mentoring 1452 CAR: Mentoring HR: Chicago C 1385 AAA: Atlanta 2006, LAC HR: Hanover A 1453 CM: Collaboration and 1389 CM: Negotiator Characteristics HR: Hanover B 1398 HR: Web-based Recruiting 1463 HR: Recruitment and Job Choice HR: Hanover C 1390 CM: Behavioral Integrity 1454 CM/OB/HR: Nomological HR: Hanover D 1415 OB/CM/SIM: Ethics and Workplace Deviance HR: Hanover E 1476 OB: Work-NonWork Boundary 1416 OB/OMT: Organizational Artifacts HR: Hanover F 1401 HR/IM: US and UK Job Markets 1464 HR: Leadership Career HR: Hanover G **1410** OB: Transformational Leadership **1477** OB: Emotions in Organizations HR: Hong Kong 1399 HR: Verbal Self Guidance 1465 HR: HRM in Health-Care

Wednesday Morning, August 16, 2006 7:00 7:30 8:00 8:30 9:00 9:30 10:00 10:30 11:00 11:30 HR: Inman 1387 GDO/CAR: Diversity Resistance **1460** GDO: Gender and Leadership HR: Kennesaw 1396 GDO: The Balancing Act 1461 GDO: Financial Success HR: Lenox **1411** OB: Turnover and Absenteeism **1478** OB: Voice and Participation HR: Manila 1418 OB/RM: Dynamic Process and Well-Being 1479 OB: Job Satisfaction and HR: Montreal 1404 MC: Executive Coaching 1472 MC: MC Division's Future HR: Piedmont 1419 OB/RM: Promoting Systematic Reviewing 1480 OB: Value Congruence HR: Pre-function Area - Reg 1439 AAA: Registration HR: Roswell 1412 OB: Group Composition 1481 OB: Emotional Contagion HR: Singapore 1400 HR: Competencies and Competency **1466** HR: Dispositional Determinants HR: Spring 1383 MED: MED Exec Breakfast 1405 MED: Teaching Assessments **1473** MED: Institutional Tensions in HR: Techwood 1406 MED/OB: Mentoring and Coaching 1474 MED/MC: C-Level Leader HR: University 1413 OB: Organizational Change 1482 OB: Organizational Ties HR: Vancouver 1414 OB: Employee Turnover 1483 OB: Organizational Identification HR: Vinings 1417 OB/OMT/HR: Leadership During Crisis 1484 OB: Roles and Relationships



Changing Reflections of Management from series "Visions of Management in the 21st Century" Chris Poulson, University of Tasmania, Australia

All Academy Activities

Program Chair: Thomas W. Lee, U. of Washington Program Coordinator: Janet A. Thompson, U. of Washington Program Coordinator: Jimmy Le, Academy of Management Professional Development Workshop Chair: Angelo DeNisi, Tulane U. Local Arrangements Chair: William P Galle, U. of New Orleans Local Arrangements Chair: Erich Brockmann, U. of New Orleans

Day	Start	#	Location	Session Information
Fri	8:00am	1	HR:Chicago C	Atlanta 2006, LAC
	9:00am	2	MT:Cluster 4 - Yukon	Board of Governors' Meeting
_	11:00am	4	HR:Pre-function Area - Reg.	Conference Registration
-	5:00pm	40	HR:Spring	New Member Orientation
Sat	8:00am	61	MT:Chardonnay	Membership Committee Opening Meeting & Breakfast
		62	HR:Chicago C	Atlanta 2006, LAC
		63	HR:Harris	Placement Services
		64	HR:Kennesaw	The Ins and Outs of Faculty Recruiting
		65	HR:Pre-function Area - Reg.	Conference Registration
	9:00am	104	MT:Cluster 4 - Danube	Board of Governors' Meeting (Breakout)
		105	MT:Cluster 4 - Yukon	Board of Governors' Meeting
_	12:00pm	150	MT:Chardonnay	BOG Appreciation Luncheon for Outgoing Volunteers
		151	MT:International A	Academy of Management Journal Editors' Meeting
		152	HR:Pre-function Area - Member	Membership
_	5:30pm	230	HR:Hanover C	Placement for Applicants
Sun	8:00am	249	MT:Imperial - Salon B	AOM Affiliates & Associates
		250	HR:Chicago C	Atlanta 2006, LAC
		251	HR:Harris	Placement Services
		252	HR:Pre-function Area - Reg.	Conference Registration
_	9:00am	292	MT:Cluster 5 - Shangri-La	Current/Incoming Committees
		293	MT:Cluster 5 - South Hampton	2006 Program Chairs Meeting
		294	HR:Grand Hall	Conference Exhibits
		295	HR:Pre-function Area - Member	Membership
_	10:00am	313	MT:Cluster 5 - Riviera	AMP Editorial Board Meeting
_	10:15am	346	HR:Grand Hall - Break Area	Conference Break
_	10:30am	347	MT:Cluster 5 - Shangri-La	AOM Ethics Committee Meeting
		348	MT:Cluster 5 - South Hampton	2007 Program Chairs Meeting
_	11:30am	359	MT:Cluster 5 - Monte Carlo	AMLE Editorial Board Meeting
-	12:00pm	363	MT:Cluster 1 - Amsterdam	AOM Fellows Group Committee on Membership Meeting
		364	MT:Cluster 5 - Shangri-La	Division Treasurers' Meeting
		365	MT:Cluster 5 - South Hampton	2007 PDW Chairs Meeting
-	1:00pm	369	MT:Cluster 5 - Riviera	Meet the Academy of Management Perspectives Editor
		370	MT:Cluster 5 - Shangri-La	Academy Leadership Forum
-	1:30pm	374	MT:Cluster 2 - Magnolia	Program Developer Training Session for PDW Chairs
		375	MT:Cluster 5 - Monte Carlo	AMR Editorial Board Meeting
_	2:00pm	378	MT:Cluster 2 - Magnolia	Program Chairs PD Training
		379	HR:Hanover F	MC Executive Committee Meeting
		380	HR:Int'l Ballroom South	New Member Orientation
-	2:45pm	385	HR:Grand Hall - Break Area	Conference Break
-	3:00pm	386	MT:Cluster 2 - Magnolia	Centralized Review System Training Session
	•	387	MT:Cluster 5 - Monte Carlo	AMJ Editorial Boad Meeting

Day	Start	#	Location	Session Information
Sun	3:30pm	391	MT:Cluster 1 - Stockholm	OM Executive Committee Meeting
		392	MT:International 2	RM Executive Committee Meeting
		393	MT:International 3	BPS Executive Committee Meeting
		394	MT:International 7	OMT Executive Committee Meeting
		395	MT:International 8	IM Executive Committee Meeting
		396	MT:International A	TIM Executive Committee Meeting
		397	MT:International C	MOC Executive Committee Meeting
		398	HR:Hanover B	HR Executive Committee Meeting
		399	HR:Hanover D	CAR Executive Committee Meeting
		400	HR:Hanover G	OB Executive Committee Meeting
		401	HR:Lenox	GDO Executive Committee Meeting
		402	HR:Singapore	CM Executive Committee Meeting
		403	HR:Techwood	MED Executive Committee Meeting
		404	HI:Club Room	CMS Executive Committee Meeting
		405	HI:DeKalb	MSR Executive Committee Meeting
		406	HI:Directors Room	SIM Executive Committee Meeting
		407	HI:Douglas	ONE Executive Committee Meeting
		408	HI:Embassy Room	PNP Executive Committee Meeting
		409	HI:Jefferson	MH Executive Committee Meeting
		410	HI:Roosevelt	HCM Executive Committee Meeting
		411	HI:Washington	ODC Executive Committee Meeting
_	5:00pm	416	MT:International 1	ENT Executive Committee Meeting
	·	417	MT:Marquis Ballroom I-II	AOM Convocation
_	7:00pm	428	MT:Imperial Ballroom	All Academy Reception
Mon	8:00am	437	HR:Chicago C	Atlanta 2006, LAC
		438	HR:Harris	Placement Services
_	9:00am	529	HR:Grand Hall	Conference Exhibits
		530	HR:Pre-function Area - Member	Membership
		531	HR:Pre-function Area - Reg.	Conference Registration
-	10:15am	540	HR:Grand Hall - Break Area	Conference Break
-	10:40am	542	MT:Champagne	Meet the Academy's Editors
-	2:45pm	850	HR:Grand Hall - Break Area	Conference Break
-	9:00pm	962	MT:Imperial - Salon B	President's Dessert Reception
Tue	7:30am	963	MT:Cluster 4 - Thames	Past Presidents of the AOM Breakfast
-	8:00am	964		
	0.000111		HR:Chicago C	Atlanta 2006, LAC
-	9:00am	965	HR:Harris	Placement Services
	9.00am	1067	HR:Grand Hall	Conference Exhibits
		1068	HR:Pre-function Area - Member	Membership
_	10:15am	1069	HR:Pre-function Area - Reg.	Conference Registration
	10.13411	1074	MT:Marquis Ballroom Foyer	All Academy Break
_	12:00	1075	HR:Grand Hall - Break Area	Conference Break
_	12:00pm	1181	HR:Centennial Ballroom	Presidential Luncheon
_	2:15pm	1182	HR:Pre-function Area - Reg.	Conference Registration
_	2:30pm	1183	HR:Chicago A	Membership Debriefing Meeting
_	2:45pm	1280	HR:Grand Hall - Break Area	Conference Break
	6:00pm	1372	MT:Garden Terrace	LAC Thank You Party
Wed	8:00am	1385	HR:Chicago C	Atlanta 2006, LAC
	9:00am	1439	HR:Pre-function Area - Reg.	Conference Registration

Affiliate Activities & Committees

Program Chair: Thomas W. Lee, U. of Washington
Program Coordinator: Janet A. Thompson, U. of Washington
Program Coordinator: Jimmy Le, Academy of Management
Professional Development Workshop Chair: Angelo DeNisi, Tulane U.
Local Arrangements Chair: William P Galle, U. of New Orleans
Local Arrangements Chair: Erich Brockmann, U. of New Orleans

)ay	Start	#	Location	Session Information
ri	1:00pm	5	MT:Marquis - Salon IV	TTC: Future of Resource-based View
		6	HI:Roosevelt	PTC: Critical Responses To Katrina
-		12	HR:Vinings	ITC: Exploring Global Consulting
		13	HR:Inman	PTC: Making Strategy Happen
		14	MT:Trinidad & Madrid	MEN: New Age Ldrshp Dev Framework
		17	MT:Cluster 1 - Amsterdam	TTC: Supply Chain Mgt Active Learning
	1:30pm	22	MT:International 4	ITC: Qualitative Research Methods
		23	MT:International 3	AAM: Doing High Impact Research On China
_		24	MT:International 10	PTC: Academic Unit Head Workshop
	2:00pm	25	HI:Crystal Ballroom A & F	TTC: Knowledge/Action Doctoral 1
_		26	HI:Paulding	ITC: Teaching Indigenous Management
	3:00pm	29	HR:Techwood	ITC: Managing Global Diversity
-	3:30pm	36	MT:International 3	ITC: Doing Business Research In Emerging Economies
-	4:00pm	38	HR:Inman	ITC: Working with Multiple Perspectives on Change
-	6:00pm	48	OS:Max Lager's in the Tavern Area	NDSC: New Doctoral Student Happy Hour
Sat	8:00am	76	HI:Carter	IAM: Appropriation-Knowlege Benefit
		77	HI:Embassy Room	IAM: Knowledge-Action-Public Concer
		78	HI:Crystal Ballroom C & D	ITC: Spiritual Entrepreneurship
		81	HR:Techwood	TTC: Second Generation E-Learning
		88	MT:Cluster 5 - Riviera	PTC: SPARC Workshop
		89	MT:Cluster 3 - Sydney	ITC: Qualimetrics Methodology
		92	MT:Cluster 1 - Copenhagen	TTC: Scientist And Educator
	8:30am	100	HR:Montreal	ITC: Consulting & Family Succession
	9:00am	111	HI:Council/Cabinet Room	ITC: Polar Winds to Tropical Breeze
		114	HR:Regency V	NDSC: New Doctoral Student Consortium
-	9:30am	127	HI:Directors Room	ITC: Gov. In Public & Nonprofit
-	10:00am	130	HR:Kennesaw	MEN: When I Don't Get Tenured
		132	HR:Techwood	IAM: Classroom As Organization
	10:30am	140	HI:Embassy Room	IAM: Entrepreneurship in the Iberoamerican Context
		141	MT:Cluster 1 - Quebec	ITC: Entry Mode Research:The Future
-	11:00am	145	HI:Carter	PTC: Mgmt Research and Practice
-	11:30am	149	MT:Cluster 1 - Amsterdam	TTC: Katrina in the Classroom
-	1:00pm	161	HR:Cairo	ITC: Researching Careers Worldwide
		170	HI:Embassy Room	IAM: Knowledge Creation
		175	HR:Inman	ITC: Virtual Global R&D Teams
		176	HR:Techwood	TTC: Teaching With Technology
		179	HI:Washington	PTC: Values and Ethics in Human System Development
		183	HI:Carter	PTC: Balanced Scorecard
		185	MT:Cluster 3 - Cabinet	ITC: Set-Theoretic Analysis Using QCA and Fs/QCA
-	1:15pm	188	HI:Gwinnett	MEN: How/Where to publish in MSR
-	2:00pm	199	MT:Cluster 1 - Amsterdam	PTC: Katrina: Supply Chain Response
-	2:30pm	205	MT:International 10	PTC: Stakeholders and Strategy
-	3:30pm	213	HR:Spring	PTC: Leading In Higher Education
	•	214	HI:Embassy Room	IAM: Knowledge Protection
		216	MT:Trinidad & Madrid	ITC: Global Talent Mgmt
		218	MT:Cluster 3 - State	TTC: Teaching Mgt Coaching w/Sports
-	4:00pm	220	HI:DeKalb	AAC: Teaching Theme Committee Meeting

ay	Start	#	Location	Session Information
Sat	6:00pm	239	HR:Regency VI	NDSC: New Doctoral Student Reception
_	6:30pm	244	HI:Embassy Room	IAM: IAOM Business Meeting
un_	7:30am	248	HR:Hanover F	ITC: Building Healthy Companies
_	8:00am	258	MT:Chablis & Picard	ITC: Local and Global Interactions
		259	MT:Cluster 1 - Calgary	ITC: Interactive Teaching Methods
		260	MT:Cluster 1 - Madrid	TTC: Interactive Teaching Methods
		261	MT:Cluster 1 - Trinidad	ITC: Interactive Teaching Methods
		263	HR:Roswell	PTC: Build and Understand Your Own Teaching Philosophy
		264	HR:Kennesaw	MEN: Duality of Ethics In Mentoring
		268	MT:Champagne	ITC: International Networking
		273	MT:Cluster 3 - Zurich	TTC: Technology In Management Edu.
		275	MT:International 8	TTC: Teaching OMT
_		279	MT:Imperial - Salon A	NDSC: Ask the Experts: Qualitative Methods
-	8:30am	281	HI:Gwinnett	AAM: Asia Management Roundtable
-	9:00am	296	MT:International 6	PTC: Strategy As Practice
		304	MT:International B	NDSC: Cmplexity,Leadership&NatSecMgt
		309	HI:Embassy Room	PTC: Co-Producing Knowledge
-	9:30am	320	HI:Monroe	PTC: Giving Research Feedback To Industry Partners
-	10:00am	323	HI:Roosevelt	PTC: Doing Critical Applied Research
		329	MT:International 8	ITC: Strategies For Collecting Data Overseas
		330	HR:Inman	TTC: Comparing Mgt Ed Journals
		331	HR:Roswell	MEN: Meet The Best Reviewers
		332	HR:Techwood	TTC: Management and the Liberal Arts
		340	HI:Carter	PTC: Using Practice to Create Knowledge
		341	HI:Council Room	PTC: Offshoring and Global Labor
		343	MT:Imperial - Salon A	NDSC: Ask the Experts: Quantitative Methods
_	10:30am	349	HR:Brussels	AAC: Midwest Academy of Management Officers Meeting
		350	HR:University	AAC: Southwest Academy of Management Officers Meeting
		355	HR:Hanover F	PTC: Management Consulting Communities of Practice
-	12:00pm	366	HI:Crystal Ballroom B & E	AAC: International Theme Committee Meeting
_	12:30pm	367	HR:Brussels	AAC: Western Academy of Management Officers Meeting
-	1:00pm	371	HI:Directors Room	AAC: Mentoring Committee Meeting
-	1:30pm	376	HI:Crystal Ballroom C & D	AAC: Practice Theme Committee Meeting
-	3:00pm	390	HI:Crystal Ballroom B & E	ITC: ITC - Carolyn Dexter Award Reception
-	3:30pm	412	HR:Roswell	AAC: Southern AOM Meeting
		413	HI:Crystal Ballroom C & D	AAC: Practice Theme Committee Welcoming Reception
-	5:00pm	418	HI:Crystal Ballroom A & F	AAC: Asia Academy of Management Committee Meeting
-	6:00pm	423	HI:Crystal Ballroom A & F	AAC: Asia Academy of Management Reception

All Academy Symposia

Program Chair: Terence R Mitchell, U. of Washington

Day	Start	#	Location	Session Information
Mon	8:30am	442	MT:International 6	Organizational and Managerial Wisdom
		443	MT:International 7	Responsible Leadership
		444	HI:Grand Ballroom C	Virtuous Management
		445	HI:Grand Ballroom D	Learning/Organizing in Newsrms
		446	HI:Grand Salon B	Competence and Incompetence
_	10:40am	543	MT:International 6	Hurricane Katrina & the Public
		544	MT:International 7	Organizational Justice and Public Concern
		545	HI:Grand Ballroom C	Analytic Collaboration
		546	HI:Grand Ballroom D	Strategic Renewal
-	12:20pm	650	MT:International 6	Transform Knowledge to Action
		651	MT:International 7	Voice and Silence at Work
		652	HR:Int'l Ballroom South	Organizational Trust and the Public Concern
		653	HI:Grand Ballroom C	35 Yrs of Wrkplce Reform & Res
		654	HI:Grand Ballroom D	New Cross-Cultural Knowledge
_	2:30pm	750	MT:International 6	Coca-Cola in Colombia, India, and Around the Globe
_		751	MT:International 7	Organizations Influencing Laws
		752	HI:Grand Ballroom C	The Opt-Out Revolt
_	4:10pm	1497	MT:International 6	A New Compact for Workers
Tue	8:30am	967	MT:International 6	Boundaryless Career Research
		968	MT:International 7	Bus. an Agent of World Benefit
		969	HR:Int'l Ballroom South	Dynamics of Industry Evolution
		970	HI:Grand Ballroom D	Pshng Mentorng Bndrs: T & R
_	10:30am	1076	MT:International 7	The Wal-Mart Effect on Business and Society
_			MT:International 6	Rise of the New Philanthrophy
	2:30pm	1184	MT:International 6	Management in an Age of Disruption
		1185	MT:International 7	Environmental Jolts Revisited
		1186	HI:Grand Ballroom D	What Really Matters in Orgs

Showcase Symposia

Program Chair: Thomas W. Lee, U. of Washington Program Coordinator: Janet A. Thompson, U. of Washington

Day	Start	#	Location	Session Information
Mon	8:30am	453	MT:Marquis - Salon I	SHCS: Capital Markets and Strategy
		457	MT:Marquis - Salon II	SHCS: Learning from Career Histories
		462	HI:Grand Salon C	SHCS: Justice&Management Constructs
		463	HI:Grand Salon A	SHCS: Analyzing Dyad & Group Data
_		510	HI:Grand Salon D	SHCS: Situated Practice in Online Communities
		528	MT:Marquis - Salon III	SHCS: Cumulative Innovation
	10:40am	565	MT:Marquis - Salon II	SHCS: Searching for the 'H' in Human Resource Management
		601	HI:Grand Salon A	SHCS: Lessons from OD Luminaries
		615	MT:Marquis - Salon III	SHCS: Membership and Status Motives
		617	HI:Grand Salon D	SHCS: Leadership and Organizational Learning
		618	HI:Grand Salon C	SHCS: Ethics and Social Exchange
		641	HI:Grand Salon E	SHCS: Business and Violent Conflict
_	12:20pm	662	MT:Marquis - Salon III	SHCS: Dynamic Models of Competition
		663	MT:Marquis - Salon I	SHCS: Evolution of Practices in MC
		670	HI:Grand Salon C	SHCS: The Discursive Turn: So What?
		677	HI:Grand Salon E	SHCS: Sexual Orientation at Work
		684	HI:Grand Salon B	SHCS: International Assignments
		706	HI:Grand Salon A	SHCS: New Forms of OD Consulting
		731	HI:Grand Salon D	SHCS: The Pacing & Sequencing of Organizational Change
_	2:30pm	776	MT:Marquis - Salon I	SHCS: Women on Boards of Directors
		789	HI:Grand Salon C	SHCS: Culture and Leadership
		810	HI:Grand Salon E	SHCS: Where's The Reflection in Action Learning?
		822	HI:Grand Salon B	SHCS: Does Others' Justice Matter?
		824	HI:Grand Salon A	SHCS: Conflicting Emotions
		829	HI:Grand Salon D	SHCS: Business as Mutual Benefit
		837	MT:Marquis - Salon II	SHCS: Heterogeneity & Institution Theory
Tue	8:30am	978	MT:Marquis - Salon II	SHCS: Experience and Org Learning
		1006	MT:Marquis - Salon I	SHCS: Leadership Across Cultures
		1007	HI:Grand Salon C	SHCS: Multicultural Teams
		1022	HI:Grand Salon A	SHCS: Teaching CMS
		1026	HI:Grand Salon D	SHCS: Enabling professional identity
		1027	MT:Imperial - Consulate	SHCS: Team Creativity
		1036	HI:Grand Salon B	SHCS: Cognition and networks
		1041	MT:Marquis - Salon III	SHCS: Online Community Design
		1045	HI:Grand Salon E	SHCS: Design Sciences and Consulting
_	10:30am	1087	MT:Marquis - Salon II	SHCS: Architecture of Capabilities
		1100	MT:Marquis - Salon I	SHCS: Academic Entrepreneurship
		1115	HI:Grand Salon E	SHCS: Work-Family Interface
		1135	HI:Grand Salon C	SHCS: Managerial Intuition
		1147	HI:Grand Salon B	SHCS: When Work is a Calling
		1148	HI:Grand Salon D	SHCS: New Directions in Team Leadership Research
		1158	HI:Grand Salon A	SHCS: Discourse Perspectives on Organizational Change
_	2:30pm	1204	HI:Grand Salon E	SHCS: Social Psychological Outcomes
		1218	HI:Grand Salon C	SHCS: Psychological Contracts
		1239	HI:Grand Salon A	SHCS: Future of Management Education
		1259	HI:Grand Salon D	SHCS: Service Innovation
		1268	HI:Grand Salon B	SHCS: Making the Impossible Possible

Interactive Papers

Program Chair: Phillip Phan, Rensselaer Polytechnic Institute

Sponsored By: University of Illinois at Urbana-Champaign, College of Business and
Tulane University, A. B. Freeman School of Business

Day	Start	#	Location	Session Information
Mon	8:30am	482	HR:Regency V - Table A1	IP: Sources and Consequences of Dynamic Capabilities
		483	HR:Regency V - Table A2	IP: Institutions and CSR
		484	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		485	HR:Regency V - Table A4	IP: Tech. & Industry Evolution
		486	HR:Regency VI - Table B1	IP: Research in Dynamic Capability
		487	HR:Regency VI - Table B2	IP: Group and Individual Sensemaking
		488	HR:Regency VI - Table B3	IP: Organizational Learning in Strategic Alliances
		489	HR:Regency VI - Table B4	IP: Perspectives on Strategic Outsourcing
		490	HR:Regency VII - Table C1	IP: Role and Impact of Conflict in Joint Ventures
		491	HR:Regency VII - Table C2	IP: Entry From and Into Foreign Markets
		492	HR:Regency VII - Table C3	IP: Knowledge Creation
		493	HR:Regency VII - Table C4	IP: Job Embeddedness and Turnover
_	10:40am	588	HR:Regency V - Table A1	IP: Knowledge Diffusion in Organization Learning
		589	HR:Regency V - Table A2	IP: Burnout and Work/Life Balance
		590	HR:Regency V - Table A3	IP: Financial Incentives as Motivators?
		591	HR:Regency V - Table A4	IP: Organization and Climate Impacts on Innovation
		592	HR:Regency VI - Table B1	IP: Knowledge Capabilities
		593	HR:Regency VI - Table B2	IP: Network Structure: Density, Size, Heterogeneity
		594	HR:Regency VI - Table B3	IP: Social Capital in Networks
		595	HR:Regency VI - Table B4	IP: Extended Relationships in Business Networks
		596	HR:Regency VII - Table C1	IP: The Role of Social Ties in Knowledge Creation
		597	HR:Regency VII - Table C2	IP: Workplace Deviant Behavior
		598	HR:Regency VII - Table C3	IP: Exchange Theory
		599	HR:Regency VII - Table C4	IP: Impact of IT
_	12:20pm	692	HR:Regency V - Table A1	IP: Individual Differences in Decision Making
	12.200111	693	• •	-
		694	HR:Regency V - Table A2	IP: Trust, Reputation and Interfirm Collaboration
			HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		695	HR:Regency V - Table A4	IP: Intra-Organizational Learning Systems
		696	HR:Regency VI - Table B1	IP: Organizational Effectiveness
		697	HR:Regency VI - Table B2	IP: Epistemological Discussions on Culture
		698	HR:Regency VI - Table B3	IP: Organization Learning
		699	HR:Regency VI - Table B4	IP: Commitment
		700	HR:Regency VII - Table C1	IP: Workplace Diversity: A Discourse on Issues
		701	HR:Regency VII - Table C2	IP: Institutional Foundations of Isomorphism
		702	HR:Regency VII - Table C3	IP: TMT and Organization Design
_	0.20	703	HR:Regency VII - Table C4	IP: Construct Development
	2:30pm	790	HR:Regency V - Table A1	IP: Managerial Human Capital
		791	HR:Regency V - Table A2	IP: Leader Differences
		792	HR:Regency V - Table A3	IP: Leadership: Theoretical Directions
		793	HR:Regency V - Table A4	IP: Board Structure and Role in Value Creation
		794	HR:Regency VI - Table B1	IP: The Sources and Consequences of (De)Legitimacy
		795	HR:Regency VI - Table B2	IP: Political Strategy
		796	HR:Regency VI - Table B3	IP: Team Effectiveness
		797	HR:Regency VI - Table B4	IP: Cognitive Processes in Group Settings
		798	HR:Regency VII - Table C1	IP: Explorations of New Leadership Models
		799	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
		800	HR:Regency VII - Table C3	IP: Organizational Justice
		801	HR:Regency VII - Table C4	IP: Emergence in Systems Dynamics

Day	Start	#	Location	Session Information
Mon	4:10pm	881	HR:Regency V - Table A1	IP: Sources and Consequence of Organizational Identity
		882	HR:Regency V - Table A2	IP: (In)Out Groups and Territoriality
		883	HR:Regency V - Table A3	IP: Hope, Optimism and Self-Regulation
		884	HR:Regency V - Table A4	IP: Social Capital in Careers
		885	HR:Regency VI - Table B1	IP: Strategic Choices in the Context of Legitimation
		886	HR:Regency VI - Table B2	IP: Diffusion of Organizational Norms
		887	HR:Regency VI - Table B4	IP: The Road to Developing Shared Meanings
		888	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations
		889	HR:Regency VII - Table C2	IP: Regional Entrepreneurship
		890	HR:Regency VII - Table C3	IP: Control Across Temporary Organizational Boundaries
		891	HR:Regency VII - Table C4	IP: Organizational Innovation
Гuе	8:30am	1008	HR:Regency V - Table A1	IP: Decline: Context, Causes and Consequences
		1009	HR:Regency V - Table A2	IP: Culture and Organization
		1010	HR:Regency V - Table A3	IP: Social Capital and Learning
		1011	HR:Regency V - Table A4	IP: Post-Merger Implementation
		1012	HR:Regency VI - Table B1	IP: Contingency Theory
		1013	HR:Regency VI - Table B2	IP: A Resource Based Definition of the Firm?
		1014	HR:Regency VI - Table B3	IP: Critical Issues in Workplace Accommodation
		1015	HR:Regency VI - Table B4	IP: Innovation Capability and Technology Adaptation
		1016	HR:Regency VII - Table C1	IP: Theoretical Issues in Construct Measurement
		1017	HR:Regency VII - Table C2	IP: Startups, Spinoffs & Corporate Entrepreneurship
		1018	HR:Regency VII - Table C3	IP: RBV Theory
_		1019	HR:Regency VII - Table C4	IP: Causes and Consequences of Market Entry Choices
	10:30am	1116	HR:Regency V - Table A1	IP: Theories of Conflict in Negotiations with Examples
		1117	HR:Regency V - Table A2	IP: Ethical Behavior
		1118	HR:Regency V - Table A3	IP: Absorptive Capacity and Organizational Learning
		1119	HR:Regency V - Table A4	IP: Structural Issues in New Product Development
		1120	HR:Regency VI - Table B1	IP: Flexible Organizations
		1121	HR:Regency VI - Table B2	IP: Agency and Strategy
		1122	HR:Regency VI - Table B3	IP: Agency Theory
		1123	HR:Regency VI - Table B4	IP: Multinationality & Performance
		1124	HR:Regency VII - Table C1	IP: Member Roles in Effective Teams
		1125	HR:Regency VII - Table C2	IP: CEO Turnover: Antecedents and Consequences
		1126	HR:Regency VII - Table C3	IP: Applications of Resource Dependence Theory
		1127	HR:Regency VII - Table C4	IP: National Institutions
	2:30pm	1224	HR:Regency V - Table A1	IP: Institutional Constraints
		1225	HR:Regency V - Table A2	IP: Firm Growth
		1226	HR:Regency V - Table A3	IP: The Link Between Learning and Innovation
		1227	HR:Regency V - Table A4	IP: Applications of Social Exchange Theory
		1228	HR:Regency VI - Table B1	IP: Pedagogical Innovations in Management Education
		1229	HR:Regency VI - Table B2	IP: Critical Approaches to Theory Development
		1230	HR:Regency VI - Table B3	IP: Capabilities in SMEs
		1231	HR:Regency VI - Table B4	IP: Social Responsibility and Firm Performance
		1232	HR:Regency VII - Table C1	IP: Theoretical Conversations in Diversity Research
		1233	HR:Regency VII - Table C2	IP: Deviance and Hostile Work Environments
		1234	HR:Regency VII - Table C3	IP: Self-Regulation and Job Performance
_		1235	HR:Regency VII - Table C4	IP: Managing Connectedness Risk in Organizations
	4:10pm	1311	HR:Regency V - Table A1	IP: Social Capital Impact on Leadership Potential
		1312	HR:Regency V - Table A2	IP: Entrepreneurial Cognition and New Venturing
		1313	HR:Regency V - Table A3	IP: Strategy Process
		1314	HR:Regency V - Table A4	IP: Ethics in Education
		1315	HR:Regency VI - Table B1	IP: Affect in Conflict
		1316	HR:Regency VI - Table B2	IP: Entrepreneurship in Emerging Economies
		1317	HR:Regency VI - Table B3	IP: Entrepreneurial Networks
		1318	HR:Regency VI - Table B4	IP: Diffusion of Innovation
		1319	HR:Regency VII - Table C1	IP: Diversification
		1320	HR:Regency VII - Table C2	IP: Small Businesses

Caucuses

Program Chair: Steven D. Maurer, Old Dominion U.

Day	Start	#	Location	Session Information
Mon	8:30am	458	HR:Brussels	CAU: Business Ethics Core Outcomes
-		459	HR:Geneva	CAU: The Role and Impact of Distance Education Programs
	10:40am	559	HR:Brussels	CAU: Spirituality Research
		560	HR:Geneva	CAU: Understanding Web Recruitment
_	12:20pm	665	HR:Brussels	CAU: Increasing Student Involvement
_	12:50pm	741	HR:Geneva	CAU: Emerging Issues coll. research
_	2:30pm	763	HR:Brussels	CAU: Organize Middle E. AOM
		764	HR:Geneva	CAU: Studying Organizational Errors
_	4:10pm	862	HR:Geneva	CAU: Trust & Control Relationships
Tue	8:30am	980	HR:Brussels	CAU: Orgs & Knowledge (OAK) Group
		981	HR:Geneva	CAU: Arts Aesthetics & Organization
_	10:30am	1090	HR:Brussels	CAU: Service-Learning Assessment
		1091	HR:Geneva	CAU: Strategic Foresight
_	2:30pm	1200	HR:Brussels	CAU: Teaching Undrgrads Ldrshp
		1201	HR:Geneva	CAU: Nonprofits & Social Enterprise
	4:10pm	1292	HR:Brussels	CAU: Ethnic Minority Expatriates
		1293	HR:Geneva	CAU: Indigenous Knowledge Systems



The View from The Street from series "Architecture of Corporate Life" Chris Poulson, University of Tasmania, Australia

Business Policy & Strategy

Program Chair: Russell Coff, Emory U.
Professional Development Workshop Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign

Day	Start	#	Location	Session Information
Fri	1:00pm	5	MT:Marquis - Salon IV	SPDW: Future of Resource-based View
		6	HI:Roosevelt	SPDW: Critical Responses To Katrina
_		18	MT:International A	SPDW: Professions In Org. Life
	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
		23	MT:International 3	SPDW: Doing High Impact Research On China
-	2:00pm	27	MT:Imperial - Summit	SPDW: Structural Equation Modeling with LISREL
-	3:00pm	29	HR:Techwood	SPDW: Managing Global Diversity
		30	HI:DeKalb	SPDW: Social Enterprise Networks
		32	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
-	3:30pm	36	MT:International 3	SPDW: Doing Business Research In Emerging Economies
-	4:15pm	39	MT:Marquis - Salon IV	SPDW: Resources, Capabilities
-	6:00pm	45	MT:Marquis - Salon I	BPS Doctoral Consortium
Sat	8:00am	66	MT:Marquis - Salon I	BPS Doctoral Consortium
		67	MT:Marquis - Salon II	BPS New Faculty Consortium
		74	HR:Lenox	SPDW: Racioethnic Scholarship
		88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
		89	MT:Cluster 3 - Sydney	SPDW: Qualimetrics Methodology
		91	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
		92	MT:Cluster 1 - Copenhagen	SPDW: Scientist And Educator
-	8:30am	93	MT:International 2	SPDW: Scholars And Practitioners
		97	HR:Manila	SPDW: Teaching HR Metrics
		102	MT:International 4	SPDW: Advanced Social Networks
		103	MT:Cluster 3 - Bonn	SPDW: Process Research Workshop I: A Spectrum of Methods
-	9:00am	106	MT:Cluster 5 - South Hampton	SPDW: Strategy and Identity
		107	MT:International 1	SPDW: Digital Transformations
		113	HI:Douglas	SPDW: Art As A Reflective Tool In Management Education
		119	MT:Cluster 3 - London	SPDW: Testing Assumed Causal Models
		121	MT:Imperial - Summit	SPDW: Multilevel Constructs & Theory
-	9:30am	127	HI:Directors Room	SPDW: Gov. In Public & Nonprofit
		128	MT:Chablis & Picard	SPDW: Interaction/Moderating Effects
-	10:00am	137	HI:Washington	SPDW: Doing Research In Government
-	10:30am	138	MT:Champagne	SPDW: Global Social Entrepreneurship
		141	MT:Cluster 1 - Quebec	SPDW: Entry Mode Research:The Future
		142	MT:Cluster 3 - London	SPDW: SEM with Partial Least Squares
-	11:30am	149	MT:Cluster 1 - Amsterdam	SPDW: Katrina in the Classroom
-	1:00pm	164	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia
		167	HR:Hong Kong	SPDW: SHRM Focus On Research
		175	HR:Inman	SPDW: Virtual Global R&D Teams
		183	HI:Carter	SPDW: Balanced Scorecard
		184	MT:Imperial - Summit	SPDW: Scale Development Workshop
		185	MT:Cluster 3 - Cabinet	SPDW: Set-Theoretic Analysis Using QCA and Fs/QCA
		186	MT:Cluster 5 - South Hampton	SPDW: Latent Growth Modeling
		187	MT:Cluster 3 - Bonn	SPDW: Process Research Methods II
-	1:30pm	189	MT:Cluster 3 - Sydney	SPDW: Empirically Investigating Real Options
	•	190	HR:Regency VII	SPDW: HR VPs' Concerns: HR Research
		192	HR:Roswell	SPDW: Senior Scholars Session
		193	HR:University	SPDW: Leadership of Networks and Alliances
		194	MT:Champagne	SPDW: Using M&A As A Context For Studying Organizations
		195	MT:Cluster 3 - London	SPDW: Hierarchical Linear Modeling

Day	Start	#	Location	Session Information
Sat	2:00pm	196	MT:Cluster 1 - Copenhagen	SPDW: Resourcefulness in ENT Firms
		199	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response
		200	MT:Cluster 1 - Quebec	SPDW: Mass Customization
		202	HI:Council/Cabinet Room	SPDW: PCB cleanup: Stakeholder Roles
		203	MT:International 9	SPDW: Methods for Integrating Moderation and Mediation
		204	MT:Cluster 5 - Shangri-La	SPDW: Working with Patent Data
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
_	4:00pm	222	MT:International B	SPDW: Alternatives to NHST
	·	223	MT:Chablis & Picard	SPDW: Multilevel SEM
_	5:00pm	229	MT:Cluster 3 - Sydney	SPDW: Simulation Techniques in Organization Theory
_	6:00pm	235	MT:Cluster 3 - Bonn	Meet BPS Social Hour!
-	6:30pm	243	MT:International 8	BPS Mid-Career Consortium
Sun	7:30am	248	HR:Hanover F	
- -	8:00am			SPDW: Building Healthy Companies
	0.00am	255	MT:International 10	SPDW: Emergent Themes In Entrepreneurship Research
		256	HR:Lenox	SPDW: Teaching Courses on Diversity
		258	MT:Chablis & Picard	SPDW: Local and Global Interactions
		259	MT:Cluster 1 - Calgary	SPDW: Interactive Teaching Methods
		260	MT:Cluster 1 - Madrid	SPDW: Interactive Teaching Methods
		261	MT:Cluster 1 - Trinidad	SPDW: Interactive Teaching Methods
		263	HR:Roswell	SPDW: Build and Understand Your Own Teaching Philosophy
		271	MT:Cluster 3 - Cabinet	SPDW: Intersections: Entrepreneurship
		272	MT:Cluster 1 - Quebec	SPDW: Pushing Ahead With Case-Based Research
		274	HI:Crystal Ballroom C & D	SPDW: Assumptions & Managerial Action
		275	MT:International 8	SPDW: Teaching OMT
_		277	MT:Cluster 3 - Sydney	SPDW: Robust Regression
_	8:20am	280	MT:International A	SPDW: OSS Research Devept. Workshop
	8:30am	282	MT:International 2	Managing Your Dissertation Workshop
		283	MT:Marquis - Salon I	BPS Doctoral Consortium
		284	MT:Marquis - Salon II	BPS New Faculty Consortium
		286	HI:Madison	SPDW: Growth Curve Modeling for Management Research
_	9:00am	296	MT:International 6	SPDW: Strategy As Practice
		297	MT:International 1	SPDW: RBV & Industry Attractiveness
		298	MT:International 5	SPDW: Research Incubator On Alliance Portfolios
		304	MT:International B	SPDW: Cmplexity,Leadership&NatSecMgt
		309	HI:Embassy Room	SPDW: Co-Producing Knowledge
		311	MT:Cluster 4 - Thames	SPDW: Alliances and Innovation
		312	MT:Cluster 4 - Tigris	SPDW: Ecological Research On Technology And Innovation
_	9:30am	315	MT:Cluster 4 - McKenzie	SPDW: Bringing External Innovation Inside
		316	MT:International C	SPDW: Anticipation
		319	MT:International 7	SPDW: Culture and Language in Market and Field Processes
		321	MT:Cluster 4 - Rio Grande	SPDW: Geography, Networks, and Innovation
_	10:00am	326	MT:Cluster 3 - London	SPDW: Entrepreneurship & Research Methods
		327	MT:Cluster 3 - State	• •
		32 <i>1</i> 328	HR:Piedmont	SPDW: Sustainable Entrepreneurship SPDW: Work-Family As Leadership
				, ,
		330	HR:Inman	SPDW: Comparing Mgt Ed Journals
		333	HR:Hong Kong	SPDW: The 14th Annual Craft Of Reviewing Workshop
		337	MT:Cluster 1 - Amsterdam	SPDW: Working with Configurations
		338	MT:Cluster 1 - Quebec	SPDW: Project Management Research Methods
		340	HI:Carter	SPDW: Using Practice to Create Knowledge
		342	MT:Cluster 3 - Sydney	SPDW: Factor Retention in EFA
_		344	MT:International A	SPDW: OSS : Bridging Perspectives
	10:30am	357	MT:Chablis & Picard	SPDW: Globalizing Film Industry

Day	Start	#	Location	Session Information
Mon	8:30am	447	MT:Cluster 3 - Cabinet	Alliance Capabilities
		448	MT:Cluster 3 - State	What is Performance Anyway?
		449	MT:Cluster 3 - Sydney	TMTs and Personality
		450	MT:Cluster 3 - Zurich	Geographic Clusters
		451	MT:International 8	Alliance Success Factors
		452	MT:Marquis Salon IV - BPS 1	Strategy Process: Visualizing Planning ®
		453	MT:Marquis - Salon I	SHCS: Capital Markets and Strategy
		454	MT:International 9	JS: Strategy and Responsibility
		455	MT:International 10	JS: Technology and Firm Boundaries
		482	HR:Regency V - Table A1	IP: Sources and Consequences of Dynamic Capabilities
		485	HR:Regency V - Table A4	IP: Tech. & Industry Evolution
		486	HR:Regency VI - Table B1	IP: Research in Dynamic Capability
		487	HR:Regency VI - Table B2	IP: Group and Individual Sensemaking
		488	HR:Regency VI - Table B3	IP: Organizational Learning in Strategic Alliances
		489	HR:Regency VI - Table B4	IP: Perspectives on Strategic Outsourcing
		490	HR:Regency VII - Table C1	IP: Role and Impact of Conflict in Joint Ventures
		491	HR:Regency VII - Table C2	IP: Entry From and Into Foreign Markets
		519	MT:International 2	JS: Governance in Family Firms
		528	MT:Marquis - Salon III	SHCS: Cumulative Innovation
_	9:00am	532	MT:Cluster 3 - Bonn	Multi-Level Capabilities
		533	MT:Cluster 3 - London	Post Acquisition Success
_	10:40am	547	MT:Cluster 3 - Bonn	Rivalry & Dynamic Capabilities
		548	MT:Cluster 3 - Cabinet	Strategic Dynamics: New Theory
		549	MT:Cluster 3 - London	Corporate Strategy Process
		550	MT:Cluster 3 - State	An Integrated Strategy Theory
		551	MT:Cluster 3 - Sydney	Key Individuals & Strategy
		552	MT:Cluster 3 - Zurich	Strategic Responses to Decline
		553	MT:International 10	Knowledge Transfer
		554	MT:International 8	Alliance Partner Selection
		555	MT:International 9	Governance & Boards
				_
		556 500	MT:Marquis Salon IV - BPS 1	New Ventures: The Visual Founder ■ IP
		592	HR:Regency VI - Table B1	IP: Knowledge Capabilities
		595	HR:Regency VI - Table B4	IP: Extended Relationships in Business Networks
_	12:20pm	598	HR:Regency VII - Table C3	IP: Exchange Theory
	12.20pm	655	MT:Cluster 3 - Bonn	Dynamic Capabilities & Change
		656	MT:Cluster 3 - London	International Diversification
		657	MT:Cluster 3 - State	Value Generation & Capture
		658	MT:International 8	Firm Boundary Decisions
		659	MT:International 9	CEO Succession
		660	MT:Marquis Salon IV - BPS 1	Networks: Visualizing Alliances ®
		661	MT:Cluster 3 - Sydney	JS: Stakeholders in OMT & Strategy
		662	MT:Marquis - Salon III	SHCS: Dynamic Models of Competition
		663	MT:Marquis - Salon I	SHCS: Evolution of Practices in MC
		692	HR:Regency V - Table A1	IP: Individual Differences in Decision Making
		693	HR:Regency V - Table A2	IP: Trust, Reputation and Interfirm Collaboration
		700	HR:Regency VII - Table C1	IP: Workplace Diversity: A Discourse on Issues
		701	HR:Regency VII - Table C2	IP: Institutional Foundations of Isomorphism
_		702	HR:Regency VII - Table C3	IP: TMT and Organization Design
	1:00pm	742	MT:Cluster 3 - Cabinet	Exploration and Exploitation
		743	MT:Cluster 3 - Zurich	Rivalry and Diversification
		744	MT:International 10	M&A and Innovation: Buying the Next Big Idea?

Day	Start	#	Location	Session Information
Mon	2:30pm	753	MT:Cluster 3 - Bonn	Product Development Capability
		754	MT:Cluster 3 - Cabinet	New Ventures: Fishing for Founders
		755	MT:Cluster 3 - London	Acquisition Waves
		756	MT:Cluster 3 - State	Drivers of Performance
		757	MT:Cluster 3 - Sydney	Strategy Process: Messing With the CEO's Head
		758	MT:Cluster 3 - Zurich	Industry Dynamics: Learning to Fight
		759	MT:International 10	Contracts and Strategy: Where Do We Stand?
		760	MT:International 9	CEO Duality
		761	MT:International 8	JS: Sports & Organization Dynamics
		774	HI:Douglas	JS: Leading Open Innovation
		790	HR:Regency V - Table A1	IP: Managerial Human Capital
		791	HR:Regency V - Table A2	IP: Leader Differences
		792	HR:Regency V - Table A3	IP: Leadership: Theoretical Directions
		793	HR:Regency V - Table A4	IP: Board Structure and Role in Value Creation
		795	HR:Regency VI - Table B2	IP: Political Strategy
		799	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
		801	HR:Regency VII - Table C4	IP: Emergence in Systems Dynamics
		837	MT:Marquis - Salon II	SHCS: Heterogeneity & Institution Theory
_	4:10pm	851	MT:Cluster 3 - Bonn	Dynamic Capabilities: What Are They Anyway?
		852	MT:Cluster 3 - Cabinet	New Ventures: Capitalizing on Venture Capital
		853	MT:Cluster 3 - London	Diversification/M&A: Buyers Who Beat the Odds?
		854	MT:Cluster 3 - State	Stakeholders and Strategy
		855	MT:Cluster 3 - Sydney	Allocating Scarce Resources
		856	MT:Cluster 3 - Zurich	Industry Dynamics: Location, Location, Location
		857	MT:International 10	Innovation: Betting on Risky Business
		858	MT:International 8	Relational View of Alliances
		859	MT:International 9	Governance: A High Powered Look at Incentives
		860	MT:Marquis Salon IV - BPS 1	Governance: Visuals From the Executive Suite
		890	HR:Regency VII - Table C3	IP: Control Across Temporary Organizational Boundaries
		891	HR:Regency VII - Table C4	IP: Organizational Innovation
Tue	8:30am	971	MT:Cluster 3 - State	Formal Contributions to BPS
		972	MT:Cluster 3 - Zurich	Industry Dynamics: Dogfights Across Markets
		973	MT:International 10	Innovation and Networks: Learning From Friends
		974	MT:International 8	Alliance Value Creation
		975	MT:International 9	CEO Pay & Control Mechanisms
		976	MT:Marquis Salon IV - BPS 1	Innovation: Visualizing Breakthroughs®
		977	MT:Cluster 3 - Bonn	JS: Higher Order Dynamic Capability
		978	MT:Marquis - Salon II	SHCS: Experience and Org Learning
		1005	MT:Cluster 1 - Copenhagen	JS: Management Knowledge Transfer
		1003	HR:Regency V - Table A1	IP: Decline: Context, Causes and Consequences
		1010	HR:Regency V - Table A3	IP: Social Capital and Learning
		1010	HR:Regency VI - Table B1	IP: Contingency Theory
		1012	HR:Regency VI - Table B2	IP: A Resource Based Definition of the Firm?
		1015	HR:Regency VI - Table B4	IP: Innovation Capability and Technology Adaptation
		1015	HR:Regency VII - Table C3	IP: RBV Theory
		1018	- · ·	•
		1019	HR:Regency VII - Table C4	IP: Causes and Consequences of Market Entry Choices
			MT:Rio Grande & MacKenzie MT:Cluster 5 - Monte Carlo	JS: Perspectives of Performance JS: TMTs and Innovation
_	9:00am	1062		
	J.Joann	1070	MT:Cluster 3 - Cabinet	New Ventures: Survivor Entrepreneur Island
		1071	MT:Cluster 3 - London	M&A and Learning
		1072	MT:Cluster 3 - Sydney	Strategy Process: Stakeholders Medium and Rare

ay	Start	#	Location	Session Information
ue	10:30am	1077	MT:Cluster 3 - Bonn	Ambidexterity & Rapid Response
		1078	MT:Cluster 3 - Cabinet	Real Options in Real Firms
		1079	MT:Cluster 3 - London	Prod & Int Diversification
		1080	MT:Cluster 3 - Zurich	Dynamics of Imitation
		1081	MT:International 10	Knowledge Flows
		1082	MT:International 8	Alliance Portfolios
		1083	MT:International 9	CEO Succession
		1084	MT:Marquis Salon IV - BPS 1	Competitive Advantage: A Visual Exploration [®]
		1085	MT:Cluster 3 - State	JS: Critical Value Analysis
		1086	MT:Cluster 3 - Sydney	JS: The Ritual of Strategy Making
		1087	MT:Marquis - Salon II	SHCS: Architecture of Capabilities
		1118	HR:Regency V - Table A3	IP: Absorptive Capacity and Organizational Learning
		1119	HR:Regency V - Table A4	IP: Structural Issues in New Product Development
		1121	HR:Regency VI - Table B2	IP: Agency and Strategy
		1122	HR:Regency VI - Table B3	IP: Agency Theory
		1123	HR:Regency VI - Table B4	IP: Multinationality & Performance
		1125	HR:Regency VII - Table C2	IP: CEO Turnover: Antecedents and Consequences
		1126	HR:Regency VII - Table C3	IP: Applications of Resource Dependence Theory
_	2:30pm	1187	MT:Cluster 3 - Bonn	External Knowledge Sourcing
	·	1188	MT:Cluster 3 - Cabinet	Ent TMT Composition
		1189	MT:Cluster 3 - London	Diversification Value Creation
		1190	MT:Cluster 3 - State	Causal Ambiguity
		1191	MT:Cluster 3 - Sydney	Strategy Process: Group Dynamics in the Boardroom
		1192	MT:Cluster 3 - Zurich	Research Methods in Strategic
		1193	MT:International 10	Innovation and Governance
		1194	MT:International 8	Networks: Trust That This Will Be a Good Session
		1195	MT:International 9	TMT & Firm Performance
		1196	MT:Marquis Salon IV - BPS 1	Industry Dynamics: Visualizing Competition®
		1197	•	· · · · · · · · · · · · · · · · · · ·
			MT:Marquis Salon IV - BPS 2	Diversification/M&A: A Magical Visual Tour
		1216	HR:Hong Kong	JS: Knowledge and value creation
		1224	HR:Regency V - Table A1	IP: Institutional Constraints
		1225	HR:Regency V - Table A2	IP: Firm Growth
		1226	HR:Regency V - Table A3	IP: The Link Between Learning and Innovation
		1230	HR:Regency VI - Table B3	IP: Capabilities in SMEs
		1231	HR:Regency VI - Table B4	IP: Social Responsibility and Firm Performance
_	4.10	1275	HI:Crystal Ballroom A & F	JS: Research Frontiers in Corporate Philanthropy
	4:10pm	1281	MT:Cluster 3 - Bonn	Finalists for the BPS Best Dissertation Award
		1282	MT:Cluster 3 - Cabinet	Ent. Risk/Uncertainty Mgt
		1283	MT:Cluster 3 - London	Stakeholders & Diversification
		1284	MT:Cluster 3 - State	Reputation & Advantage
		1285	MT:Cluster 3 - Sydney	Temporal Paths to Strategy
		1286	MT:Cluster 3 - Zurich	Regulation & Deregulation
		1287	MT:International 10	Protecting IP
		1288	MT:International 8	Networks: Designing IT Outsourcing Contracts
		1289	MT:International 9	Governance: Paying CEOs with Monopoly Money?
		1313	HR:Regency V - Table A3	IP: Strategy Process
		1319	HR:Regency VII - Table C1	IP: Diversification
		1349	MT:International 3	JS: Shaping Firm Boundaries
_		1359	MT:Cluster 1 - Copenhagen	JS: Global Innovation
_	5:30pm	1360	MT:Marquis - Salon I	BPS Business Meeting
_	6:30pm	1375	MT:Imperial - Salon A	BPS Social Hour!

Day	Start	#	Location	Session Information
Wed	8:30am	1388	MT:Cluster 1 - Trinidad	JS: Convergence in Governance
_	9:00am	1440	MT:Cluster 3 - Bonn	Strategy Process: A New Mission for Planning
		1441	MT:Cluster 3 - Cabinet	New Ventures: Decisions, Decisions
		1442	MT:Cluster 3 - London	Acquisition Performance
		1443	MT:Cluster 3 - State	Competitive Advantage Theory
		1444	MT:Cluster 3 - Sydney	Strategy Process: For a Change
		1445	MT:Cluster 3 - Zurich	Market Entry & Survival
		1446	MT:International 10	Absorptive Capacity
		1447	MT:International 8	Networks: Crossing the "t" in Contracts
		1448	MT:International 9	Strategy Process: Perceptive TMTs? (TMT Cognition)
_	10:40am	1449	MT:Cluster 3 - London	Stock Mkts & Strategy
		1450	MT:Cluster 3 - Sydney	Governance and Leadership
		1451	MT:International 10	Innovation: Learning, Evolution, and Sin-ergy
		1486	MT:International 5	JS: Managing User Communities

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Day	Start	#	Location	Session Information
Fri	1:00pm	11	HR:Hanover C	SPDW: Revision And Resubmission
		18	MT:International A	SPDW: Professions In Org. Life
_	1:30pm	24	MT:International 10	SPDW: Academic Unit Head Workshop
_	3:00pm	29	HR:Techwood	SPDW: Managing Global Diversity
_	4:00pm	37	HR:Lenox	SPDW: Diversity in Action
Sat	8:00am	92	MT:Cluster 1 - Copenhagen	SPDW: Scientist And Educator
ر ا ا	8:30am	100	HR:Montreal	SPDW: Consulting & Family Succession
_	9:00am	111	HI:Council/Cabinet Room	SPDW: Polar Winds to Tropical Breeze
_	10:00am	130	HR:Kennesaw	SPDW: When I Don't Get Tenured
-	10:30am	139	HI:Madison	SPDW: Embracing the Teacher/Scholar Model
_	1:00pm	161	HR:Cairo	SPDW: Researching Careers Worldwide
		164	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
_	3:00pm	208	HR:Lenox	SPDW: Tenure/Promotion in Academe
_	3:30pm	213	HR:Spring	SPDW: Leading In Higher Education
		216	MT:Trinidad & Madrid	SPDW: Global Talent Mgmt
Sun	7:00am	245	HR:Vinings	SPDW: Knowledge Through Global E-Med
_	8:00am	263	HR:Roswell	SPDW: Build and Understand Your Own Teaching Philosophy
		264	HR:Kennesaw	SPDW: Duality of Ethics In Mentoring
_	8:30am	290	MT:Rhine & Savoy	SPDW: Learning about Resilience
_	9:00am	299	HR:Hanover D	SPDW: Careers Scholarship Think Tank
		305	HI:Directors Room	SPDW: Political Savvy in Organizational Politics
_	10:00am	323	HI:Roosevelt	SPDW: Doing Critical Applied Research
		328	HR:Piedmont	SPDW: Work-Family As Leadership
		332	HR:Techwood	SPDW: Management and the Liberal Arts
Mon	8:30am	456	HR:Cairo	Ins and Outs of Womens Careers
		457	MT:Marquis - Salon II	SHCS: Learning from Career Histories
		471	HR:Kennesaw	JS: Managing Across Difference
		507	HR:Hanover D	JS: New Insights into LMX theory
_	10:40am	557	HR:Cairo	Career Self-Management
		558	HR:International North - CAR	Career Concepts Visual Village [™]
		596	HR:Regency VII - Table C1	IP: The Role of Social Ties in Knowledge Creation
_	12:20pm	664	HR:Cairo	JS: Whole Leader Development
		676	HR:Inman	JS: The Transition to Motherhood
_	2:30pm	762	HR:Cairo	Work/Family Issues in Careers
		776	MT:Marquis - Salon I	SHCS: Women on Boards of Directors
		788	MT:Cluster 1 - Copenhagen	JS: Staffing Challenges in MNCs
_	4:10pm	861	HR:Cairo	Elite Careers: Attainment, Loyalty and Legitimacy
		884	HR:Regency V - Table A4	IP: Social Capital in Careers
Tue	8:30am	979	HR:Vancouver	Career Management
		992	HR:Cairo	JS: Women Above the Glass Ceiling
		1012	HR:Regency VI - Table B1	IP: Contingency Theory
		1026	HI:Grand Salon D	SHCS: Enabling professional identity
		1034	HR:Hanover D	JS: Socialization Boundaries
_	10:30am	1088	HR:Cairo	Organizational Effects on Careers Around the World
		1089	HR:Vancouver	Career Books Publishing
		1147	HI:Grand Salon B	SHCS: When Work is a Calling

Day	Start	#	Location	Session Information
	2:30pm	1198	HR:Cairo	Higher Ed. / Faculty Careers
		1199	HR:Vancouver	Career Success and Workaholism
_	4:10pm	1290	HR:Cairo	Career Decision and Transition
		1291	HR:Vancouver	Voices of reality
_	5:30pm	1361	HR:Cairo	CAR Business Meeting
_	6:30pm	1376	HR:Vancouver	CAR Social Gathering
Wed	8:20am	1386	HR:Cairo	JS: Problems with Mentoring
		1387	HR:Inman	JS: Diversity Resistance Revisited
_	10:40am	1452	HR:Cairo	Perceived and Real Mentoring Quality and Outcomes

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Conflict Management

Program Chair: Susan E. Brodt, Queen's U. Professional Development Workshop Chair: Thomas M Tripp, Washington State U.

Day	Start	#	Location	Session Information
-ri	5:30pm	43	HR:Vinings	Doctoral Student Consortium
at	8:30am	102	MT:International 4	SPDW: Advanced Social Networks
_	9:00am	108	HR:Hanover F	CM Doctoral Student Consortium
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
_	3:30pm	217	HR:Roswell	SPDW: Teaching Negotiations
ın	9:00am	300	HR:Regency V	Diversity And Fairness In Teams
		301	HR:Regency VI	SPDW: Negotiating Your 1st Job
_	11:00am	360	HR:Spring	SPDW: How to Do Negotiation Training in Companies
on	8:30am	460	HR:Hanover A	Social Comparison & Accounts
on _		461	HR:Hanover C	Negotiation Fortune Reversals
		462	HI:Grand Salon C	SHCS: Justice&Management Constructs
		463	HI:Grand Salon A	SHCS: Analyzing Dyad & Group Data
_	10:40am	561	HR:Hanover A	Deviance and Incivility
		562	HR:Hanover C	Engendering Trust
		563	HR:International North - CM 1	Organizational Conflict [®]
		564	HR:International North - CM 2	International Conflict ®
		615	MT:Marquis - Salon III	SHCS: Membership and Status Motives
		618	HI:Grand Salon C	SHCS: Ethics and Social Exchange
		641	HI:Grand Salon E	SHCS: Business and Violent Conflict
_	12:20pm	666	HR:Hanover A	CM Division Lounge
	·	667	HR:Hanover C	JS: Administrative Responses to Injustice
		717	HR:Hanover D	JS: Asymmetric Group Processes: Roots and Implications
_	2:30pm	765	HR:Hanover A	Involving Third Parties
	·	766	HR:Hanover C	Trust, Distrust, and Relationship Repair
		767	HR:International North - CM 1	Negotiator Cognition ◎
		821	HR:Hanover D	JS: Socialization and Deviance
		822	HI:Grand Salon B	SHCS: Does Others' Justice Matter?
		824	HI:Grand Salon A	SHCS: Conflicting Emotions
_	4:10pm	863	HR:Hanover A	Negotiation Processes
		864	HR:Hanover C	JS: Forgiving Workplace Offenses
		888	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations
ue	8:30am	982	HR:Hanover A	Justice and Fairness
		983	HR:Hanover C	JS: Status and Power in Groups
_	10:30am	1092	HR:Hanover A	Technology & Workplace Relationships
		1093	HR:Hanover C	Relationship Conflict in Groups and Teams
		1094	HR:International North - CM 1	Whistle-blowing, Voice, and Justice ®
		1116	HR:Regency V - Table A1	IP: Theories of Conflict in Negotiations with Examples
		1124	HR:Regency VII - Table C1	IP: Member Roles in Effective Teams
_	2:30pm	1202	HR:Hanover A	Social Perception, Identity, and Networks
		1203	HR:Hanover C	Conflict and Group Diversity
		1204	HI:Grand Salon E	SHCS: Social Psychological Outcomes
_	4:10pm	1294	HR:Hanover A	Race-Related Public Concerns
		1295	HR:Hanover C	JS: Jockeying for Position
		1314	HR:Regency V - Table A4	IP: Ethics in Education
		1315	HR:Regency VI - Table B1	IP: Affect in Conflict
_	5:45pm	1370	HR:Hanover A	Conflict Management (CM) Division Business Meeting
_	6:45pm	1379	HR:Hanover C	Conflict Management (CM) Division Social Hour
Ved	8:30am	1389	HR:Hanover A	Negotiator Characteristics
		1390	HR:Hanover C	Behavioral Integrity
		1415	HR:Hanover D	JS: Ethics and Workplace Deviance
_	10:40am	1453	HR:Hanover A	Collaboration and Cooperation

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Day	Start	#	Location	Session Information
Fri	1:00pm	6	HI:Roosevelt	SPDW: Critical Responses To Katrina
_	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
Sat	8:00am	68	HR:Hanover G	CMS Doctoral Consortium
		74	HR:Lenox	SPDW: Racioethnic Scholarship
		80	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions
		88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
_	9:45am	129	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Cooperation
-	10:00am	135	MT:International 10	SPDW: Power In Institutional Theory
_	2:00pm	199	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response
		201	MT:Cluster 2 - Magnolia	SPDW: Philosophies Of Organizational Research
_	5:30pm	231	HI:Crystal Ballroom A & F	CMS Welcome Reception
Sun	8:00am	253	HI:DeKalb	SPDW: New Research Agendas
_	9:00am	302	HI:Club Room	Faculty Unionization: Weathering The Perfect Storm
_	10:00am	322	HI:Jefferson	The Uneasy Marriage Between Feminism and CMS
		323	HI:Roosevelt	SPDW: Doing Critical Applied Research
		324	HI:DeKalb	SPDW: Dark Side Case Competition V
		330	HR:Inman	SPDW: Comparing Mgt Ed Journals
		332	HR:Techwood	SPDW: Management and the Liberal Arts
_	10:30am	351	HI:Club Room	Can Action Research Be Critical
		352	HI:Directors Room	SPDW: Teaching Through Images Of The Multinational Firm:
	6:00pm	424	HI:Crystal Ballroom B & E	CMS Social Event
Mon	8:30am	464	MT:Marquis Salon IV - CMS	Critical Management Studies - Visual Session ®
		465	MT:Tigris & Danube	Encounters with Globalization(s) and Empire(s)
_	10:40am	565	MT:Marquis - Salon II	SHCS: Searching for the 'H' in Human Resource Management
		566	MT:Tigris & Danube	JS: Resisting the Frame
		591	HR:Regency V - Table A4	IP: Organization and Climate Impacts on Innovation
_	12:20pm	668	MT:Cluster 4 - Yukon	Critical Understandings of Power in Organizations
		669	MT:Tigris & Danube	Contemporary Capitalism and Globalism
		670	HI:Grand Salon C	SHCS: The Discursive Turn: So What?
		697	HR:Regency VI - Table B2	IP: Epistemological Discussions on Culture
_		703	HR:Regency VII - Table C4	IP: Construct Development
	2:30pm	768	MT:Tigris & Danube	Analyses and Critiques of Work and Workplaces
		769	MT:Cluster 4 - Yukon	JS: Local Solidarity
		776	MT:Marquis - Salon I	SHCS: Women on Boards of Directors
		792	HR:Regency V - Table A3	IP: Leadership: Theoretical Directions
_		810	HI:Grand Salon E	SHCS: Where's The Reflection in Action Learning?
	4:10pm	923	HI:Roosevelt	JS: Bowen's Contribution to CSR
_		1497	MT:International 6	JS: A New Compact for Workers
	6:00pm	941	MT:Tigris & Danube	CMS IG Business Meeting

Day	Start	#	Location	Session Information
Tue	8:30am	984	MT:Cluster 4 - Yukon	Managerial Knowledge and the Public Concern
		985	MT:Tigris & Danube	New Connections of Social Theory to CMS
		1022	HI:Grand Salon A	SHCS: Teaching CMS
		1052	MT:International 2	JS: Myths We Live By
_	10:30am	1085	MT:Cluster 3 - State	JS: Critical Value Analysis
		1095	MT:Tigris & Danube	Organizing and Resistance
_	2:30pm	1205	MT:Cluster 4 - Yukon	Critical Perspectives on Leadership
		1206	MT:Tigris & Danube	Emancipation and its Possibilities
		1225	HR:Regency V - Table A2	IP: Firm Growth
		1229	HR:Regency VI - Table B2	IP: Critical Approaches to Theory Development
_	4:10pm	1296	MT:Cluster 4 - Yukon	Learning and Reflexivity: Local to Global Critique
		1297	MT:Tigris & Danube	CMS Plenary: CMS Perspectives on Race and Gender
		1313	HR:Regency V - Table A3	IP: Strategy Process
Day	Start	#	Location	Session Information
Wed	8:30am	1391	MT:Tigris & Danube	Critical Engagements with Organization Theory
		1431	HI:Monroe	JS: Processes of Governance
_	10:40am	1455	MT:Tigris & Danube	Power and Equity

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97 Section C

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Entrepreneurship

Program Chair: Connie Marie Gaglio, San Francisco State U Professional Development Workshop Chair: Ronald K Mitchell, Texas Tech U.

Day	Start	#	Location	Session Information
Fri	1:00pm	5	MT:Marquis - Salon IV	SPDW: Future of Resource-based View
_		7	MT:International B	Research on Women's ENT
		8	OS:Georgia Tech U	ENT New Faculty Consortium
		9	OS:Georgia Tech U.	ENT Doctoral Student Consortium
	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
	2:45pm	28	MT:International B	Family Business as a Field of Study
_	3:00pm	30	HI:DeKalb	SPDW: Social Enterprise Networks
	3:30pm	35	MT:Cluster 4 - Rio Grande	Small v High Growth Vent. Educ
Sat	8:00am	69	MT:Champagne	Award Winning ENT Teachers
		70	OS:Georgia Tech U	ENT New Faculty Consortium
		71	OS:Georgia Tech U.	ENT Doctoral Student Consortium
_		78	HI:Crystal Ballroom C & D	SPDW: Spiritual Entrepreneurship
	9:00am	109	MT:Cluster 2 - Magnolia	Learning Entrepreneurship
		110	HR:Singapore	SPDW: HR/OB/ENT Research Incubator
_		111	HI:Council/Cabinet Room	SPDW: Polar Winds to Tropical Breeze
_	10:30am	138	MT:Champagne	SPDW: Global Social Entrepreneurship
_	11:00am	143	MT:Cluster 1 - Copenhagen	Exit Strategies for Entrep'rs
		144	MT:Cluster 2 - Magnolia	"How To Change The World"
_	11:30am	148	HR:Roswell	SPDW: Leadership Emotions
_	12:00pm	153	MT:International 4	ENT Endowed Chairs Luncheon
_	1:00pm	162	MT:Cluster 1 - Stockholm	Research Design and Methods Workshop
-	1:30pm	193	HR:University	SPDW: Leadership of Networks and Alliances
_	2:00pm	196	MT:Cluster 1 - Copenhagen	SPDW: Resourcefulness in ENT Firms
-	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
-	4:00pm	221	MT:Cluster 2 - Magnolia	International ENT PhDs
-	6:00pm	236	OS:Fox Theatre	Entrepreneurship Division Social
Sun	8:00am	254	MT:Cluster 2 - Magnolia	Doctoral Students / New Faculty Consortia
		255	MT:International 10	SPDW: Emergent Themes In Entrepreneurship Research
		271	MT:Cluster 3 - Cabinet	SPDW: Intersections: Entrepreneurship
-	9:00am	305	HI:Directors Room	SPDW: Political Savvy in Organizational Politics
-	9:30am	314	MT:International 10	Method And Panel Data In ENT
		316	MT:International C	SPDW: Anticipation
-	10:00am	325	MT:Cluster 2 - Magnolia	ENT Doctoral Student Consortium
		326	MT:Cluster 3 - London	SPDW: Entrepreneurship & Research Methods
		327	MT:Cluster 3 - State	SPDW: Sustainable Entrepreneurship
Mon	8:30am	466	HI:Council/Cabinet Room	Starting New Ventures
		467	HI:Crystal Ballroom C & D	Entrepreneurial Strategy
		468	HI:Embassy Room	Entrepreneurship Theory
		469	HI:Washington	Corporate Venturing & Spin-offs
_		519	MT:International 2	JS: Governance in Family Firms
_	10:40am	567	HI:Council/Cabinet Room	Risk Perception and Other Individual Differences
		568	HI:Crystal Ballroom C & D	Entrepreneurial Exits
		569	HI:Embassy Room	Revisiting Entrepreneurship Theories
_		570	HI:Washington	Corporate Entrepreneurship
_	12:20pm	671	HI:Council/Cabinet Room	Entrepreneurial Cognition
		672	HI:Embassy Room	Entrepreneurship in China
		673	HI:Washington	Governance in Entrepreneurial Firms
		674	HI:Crystal Ballroom C & D	JS: Womenpreneur Best Practices

Day	Start	#	Location	Session Information
Mon	2:30pm	770	HI:Council/Cabinet Room	Opportunity Identification
		771	HI:Crystal Ballroom C & D	Entrepreneurship and Academe
		772	HI:Embassy Room	Taking New Ventures International
		773	HI:Washington	Individual Differences in the Self-Employed
		774	HI:Douglas	JS: Leading Open Innovation
		799	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
_	4:10pm	865	HI:Council/Cabinet Room	Entrepreneurial Marketing
		866	HI:Embassy Room	NV and International Growth
		867	HI:Washington	Self-Efficacy and Other Individual Differences
_	5:30pm	932	HI:Council/Cabinet Room	All Division Meeting
_	6:30pm	947	HI:Crystal Ballroom C & D	Entrepreneurship Division Reception
Tue	8:30am	986	HI:Council/Cabinet Room	Family Business
		987	HI:Crystal Ballroom C & D	Networks and Social Capital
		988	HI:Jefferson	The Self-Employment Decision
		989	HI:Washington	The Power of Venture Capitalists
		1017	HR:Regency VII - Table C2	IP: Startups, Spinoffs & Corporate Entrepreneurship
_	10:30am	1096	HI:Council/Cabinet Room	Governance in Family Business
		1097	HI:Crystal Ballroom C & D	Networks and Alliances
		1098	HI:Jefferson	NVC: Region & Social Influence
		1099	HI:Washington	Venture Capital Process
		1100	MT:Marquis - Salon I	SHCS: Academic Entrepreneurship
_	2:30pm	1207	HI:Council/Cabinet Room	International Family Business
		1208	HI:Crystal Ballroom C & D	Venture Structure and Venture Boundaries
		1209	HI:Jefferson	NVC: Industry & Social Influence
		1210	HI:Washington	Venture Capital and Emerging Technology
_	4:10pm	1298	HI:Crystal Ballroom C & D	Social Entrepreneurship
		1299	HI:Jefferson	Entrepreneurship and Economic Development
		1312	HR:Regency V - Table A2	IP: Entrepreneurial Cognition and New Venturing
		1316	HR:Regency VI - Table B2	IP: Entrepreneurship in Emerging Economies
		1317	HR:Regency VI - Table B3	IP: Entrepreneurial Networks
		1320	HR:Regency VII - Table C2	IP: Small Businesses
		1321	HR:Regency VII - Table C3	IP: Individual Differences in ENT
		1348	MT:International 2	JS: Dot Com Entrepreneurship
_	5:30pm	1362	HI:Council/Cabinet Room	Reviewer Reception
Wed	8:30am	1392	HI:Council/Cabinet Room	Entrepreneurship Abroad
		1393	HI:Crystal Ballroom C & D	Small Business Management
		1394	HI:Madison	Incubation and Other New Venture Help
		1395	HI:Washington	Investors and the Balance of Power
-	10:40am	1456	HI:Council/Cabinet Room	Founders and New Venture Strategy
		1457	HI:Crystal Ballroom C & D	New Venture Growth
		1458	HI:Madison	Government Influences on NVC
		1459	HI:Washington	Venture Capitalists Part II

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Gender & Diversity in Organizations

Program Chair: Lynn Bowes-Sperry, Western New England College Professional Development Workshop Chair: Jeanette N. Cleveland, Pennsylvania State U.

Day	Start	#	Location	Session Information
Fri	1:00pm	10	HR:Kennesaw	SPDW: Integral Diversity Leadership
		21	OS:The King Center	SPDW: Dr. Martin Luther King
_	3:00pm	29	HR:Techwood	SPDW: Managing Global Diversity
_	4:00pm	37	HR:Lenox	SPDW: Diversity in Action
Sat	8:00am	72	HR:Piedmont	GDO Doctoral Consortium
		73	MT:Cluster 1 - Amsterdam	SPDW: Katrina Social Issues
		74	HR:Lenox	SPDW: Racioethnic Scholarship
_	8:30am	94	HR:Inman	Diversity Publishing Workshop
_	9:00am	111	HI:Council/Cabinet Room	SPDW: Polar Winds to Tropical Breeze
_	9:30am	128	MT:Chablis & Picard	SPDW: Interaction/Moderating Effects
_	10:00am	130	HR:Kennesaw	SPDW: When I Don't Get Tenured
_	1:00pm	161	HR:Cairo	SPDW: Researching Careers Worldwide
		164	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia
		167	HR:Hong Kong	SPDW: SHRM Focus On Research
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
_	3:00pm	208	HR:Lenox	SPDW: Tenure/Promotion in Academe
_	4:00pm	223	MT:Chablis & Picard	SPDW: Multilevel SEM
Sun	8:00am	256	HR:Lenox	SPDW: Teaching Courses on Diversity
		264	HR:Kennesaw	SPDW: Duality of Ethics In Mentoring
_	9:00am	299	HR:Hanover D	SPDW: Careers Scholarship Think Tank
_	10:00am	323	HI:Roosevelt	SPDW: Doing Critical Applied Research
		328	HR:Piedmont	SPDW: Work-Family As Leadership
_	8:00pm	432	HR:Hanover C	LGBT and Friends Reception
Mon	8:20am	441	HR:Inman	JS: Work-Family Decision-Making
_	8:30am	470	HR:Lenox	The Way It Is?
		471	HR:Kennesaw	JS: Managing Across Difference
		483	HR:Regency V - Table A2	IP: Institutions and CSR
		506	HR:Vinings	JS: Group Diversity
_	10:40am	566	MT:Tigris & Danube	JS: Resisting the Frame
		571	HR:Inman	Emotional Intelligence
		572	HR:Kennesaw	3D View of Social Identities
		573	HR:Lenox	Leadership, Race, and Gender
_	12:20pm	664	HR:Cairo	JS: Whole Leader Development
		674	HI:Crystal Ballroom C & D	JS: Womenpreneur Best Practices
		675	HR:Lenox	Social Construction
		676	HR:Inman	JS: The Transition to Motherhood
		677	HI:Grand Salon E	SHCS: Sexual Orientation at Work
		678	HR:Kennesaw	JS: Workplace Diversity
		697	HR:Regency VI - Table B2	IP: Epistemological Discussions on Culture
		700	HR:Regency VII - Table C1	IP: Workplace Diversity: A Discourse on Issues
		717	HR:Hanover D	JS: Asymmetric Group Processes: Roots and Implications
_	2:30pm	775	HR:Lenox	"Life-Friendly" Organizations
		776	MT:Marquis - Salon I	SHCS: Women on Boards of Directors
		777	HR:Int'l Ballroom South	JS: Diversity Leadership Academy
		790	HR:Regency V - Table A1	IP: Managerial Human Capital
		791	HR:Regency V - Table A2	IP: Leader Differences
		797	HR:Regency VI - Table B4	IP: Cognitive Processes in Group Settings
		800	HR:Regency VII - Table C3	IP: Organizational Justice
_	4:10pm	868	HR:Int'l Ballroom South	GDO Town Hall
		869	HR:Kennesaw	Stigmatized Groups
		870	HR:Lenox	And Justice for All?
		881	HR:Regency V - Table A1	IP: Sources and Consequence of Organizational Identity

Day	Start	#	Location	Session Information
Mon	6:20pm	946	HR:Int'l Ballroom South	Business Meeting and Awards Presentation
_	7:30pm	959	MT:Marquis - Salon I	Gender and Diversity in Organizations Social Hour
Tue _	8:10am	966	HR:Hong Kong	Potential Diversity Hotbeds
_	8:30am	990	HR:Inman	The Lonely Workplace
		991	HR:International North - GDO	Issues of Race and Gender®
		992	HR:Cairo	JS: Women Above the Glass Ceiling
_	8:50am	1065	HR:Kennesaw	Complexity of Race and Gender
	10:30am	1101	HR:Kennesaw	Women's Career Choices: Moving Up, Over, and Out
		1102	HR:Hong Kong	JS: Recruiting a Diverse Workforce
		1103	HR:Inman	JS: Diversity Training Research
		1115	HI:Grand Salon E	SHCS: Work-Family Interface
		1146	HR:Hanover D	JS: Examining Rater Agreement
_	2:30pm	1211	HR:Inman	Improving Diversity Training
		1212	HR:Kennesaw	The Human Race?
		1224	HR:Regency V - Table A1	IP: Institutional Constraints
		1232	HR:Regency VII - Table C1	IP: Theoretical Conversations in Diversity Research
		1233	HR:Regency VII - Table C2	IP: Deviance and Hostile Work Environments
_	4:10pm	1300	HR:Hong Kong	Who "Manages" Diversity?
		1301	HR:Kennesaw	Women on Boards
		1302	HR:Inman	JS: Workplace Discrimination
		1311	HR:Regency V - Table A1	IP: Social Capital Impact on Leadership Potential
Ved	8:20am	1387	HR:Inman	JS: Diversity Resistance Revisited
_	8:30am	1396	HR:Kennesaw	The Balancing Act
_	10:40am	1460	HR:Inman	Gender and Leadership
		1461	HR:Kennesaw	Financial Success

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Health Care Management

Program Chair: Timothy Hoff, State U. of New York, Albany Professional Development Workshop Chair: Christy Harris Lemak, U. of Florida

Day	Start	#	Location	Session Information
Fri	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
Sat	8:00am	73	MT:Cluster 1 - Amsterdam	SPDW: Katrina Social Issues
		75	HI:Jackson	HCM PDW Continental Breakfast
		88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	8:30am	95	HI:Jackson	Tactics for Teaching
		96	HI:Madison	Qualitative Research: The Agony and the Ecstasy
	10:00am	137	HI:Washington	SPDW: Doing Research In Government
	10:30am	139	HI:Madison	SPDW: Embracing the Teacher/Scholar Model
	1:00pm	163	HI:Jackson	Teaching Workshop
		164	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia
	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
	3:00pm	209	HI:Jackson	Doctoral Student Strategies
		210	HI:Madison	Measuring Implementation
	4:00pm	224	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Response from Industry
	5:30pm	232	HI:Crystal Ballroom C & D	HCM Pre-Conference PDW Reception
Sun	8:00am	257	HI:Jackson	HCM PDW Continental Breakfast
	8:30am	285	HI:Jackson	External Funding
		286	HI:Madison	SPDW: Growth Curve Modeling for Management Research
	9:00am	296	MT:International 6	SPDW: Strategy As Practice
	10:00am	331	HR:Roswell	SPDW: Meet The Best Reviewers
	10:30am	353	HI:Jackson	Publishing in Health Care
		354	HI:Madison	Collaborative Research
Mon	8:30am	472	HI:Gwinnett	Health Care Management Division Business Meeting
Tue	0.000	486	HR:Regency VI - Table B1	IP: Research in Dynamic Capability
	10:40am	574	HI:DeKalb	Applying Institutional Theory to Health Care
		57 5	HI:Gwinnett	JS: Physician-Patient Relationship
	12:20pm	679	HI:Board & Directors - HCM	•
	ор	698		Health Care Management: A Sampler [®] IP: Organization Learning
	1:00pm	745	HR:Regency VI - Table B3 HI:DeKalb	
	1.00pm		HI:Gwinnett	Quality Measurement: Promises and Pitfalls
	2:30pm	746 778	HI:DeKalb	Nursing Workforce and Culture
	2.00pm	779	HI:Gwinnett	Power of the Patient in Health Care
		719 797		JS: Culture, Change & Performance
	4:10pm		HR:Regency VI - Table B4	IP: Cognitive Processes in Group Settings
	4.10pm	871	HI:Gwinnett	HCM Dist. Speaker: McDaniel
	6:00pm	888	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations
	8:30am	942	HI:Pool Deck	HCM Division Social
	0.30am	993	HI:Embassy Room	Evidence-Based Management in Health Care
		994	HI:Gwinnett	Diffusion of Innovations in Health Care
	10:20	1019	HR:Regency VII - Table C4	IP: Causes and Consequences of Market Entry Choices
	10:30am	1104	HI:Embassy Room	Macro-Level Influences on Health Care Behavior
	2:20	1105	HI:Gwinnett	JS: Innovation Value Chains in Health Care
	2:30pm	1213	HI:Gwinnett	Professionals as Employees
	4:10pm	1303	HI:Gwinnett	JS: Organizational Resilience
	0.00	1319	HR:Regency VII - Table C1	IP: Diversification
Wed	8:30am	1397	HI:Gwinnett	The Social Construction of Medical Work
	10:40am	1462	HI:Gwinnett	Org. Learning in Healthcare

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Human Resources

Program Chair: John Hollenbeck, Michigan State U. Professional Development Workshop Chair: Sandy J. Wayne, U. of Illinois, Chicago

Day	Start	#	Location	Session Information
Fri	1:00pm	11	HR:Hanover C	SPDW: Revision And Resubmission
_	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
_	2:00pm	27	MT:Imperial - Summit	SPDW: Structural Equation Modeling with LISREL
Sat	7:30am	60	HR:Hanover D	HR Doctoral Student Consortium
-	8:00am	88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
_	8:30am	93	MT:International 2	SPDW: Scholars And Practitioners
		97	HR:Manila	SPDW: Teaching HR Metrics
_	9:00am	110	HR:Singapore	SPDW: HR/OB/ENT Research Incubator
	5.554	111	HI:Council/Cabinet Room	SPDW: Polar Winds to Tropical Breeze
		121	MT:Imperial - Summit	SPDW: Multilevel Constructs & Theory
-	9:30am	123	HR:Hong Kong	SHRM Focus on Students
	0.004111	128	MT:Chablis & Picard	SPDW: Interaction/Moderating Effects
_	12:00pm	154		·
_	1:00pm		HR:Hong Kong	Networking Lunch Sponsored by the SHRM
	1.00ріп	161	HR:Cairo	SPDW: Researching Careers Worldwide
		165 466	HR:Kennesaw	HR Innovative Teaching Award
		166	HR:Montreal	HR and Internationalization
		167	HR:Hong Kong	SPDW: SHRM Focus On Research
		168	HR:Singapore	SPDW: HR Research In Classrooms
		169	HR:Hanover A	SPDW: Junior Faculty Consortium (HR Division)
		176	HR:Techwood	SPDW: Teaching With Technology
_	1:30pm	186	MT:Cluster 5 - South Hampton	SPDW: Latent Growth Modeling
	1.30pm	190	HR:Regency VII	SPDW: HR VPs' Concerns; HR Research
_	0.20	195	MT:Cluster 3 - London	SPDW: Hierarchical Linear Modeling
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
_	3:00pm	211	HR:Hong Kong	SHRM Focus On Teaching
	5:00pm	227	HR:International Ballroom	SPDW: Joint OB/HR Reception
Sun	8:00am	256	HR:Lenox	SPDW: Teaching Courses on Diversity
		263	HR:Roswell	SPDW: Build and Understand Your Own Teaching Philosophy
_		266	HR:Singapore	SPDW: Dissertation Self-Leadership
_	8:30am	287	HR:Hanover A	SPDW: Junior Faculty Consortium (HR Division)
	9:00am	301	HR:Regency VI	SPDW: Negotiating Your 1st Job
_		305	HI:Directors Room	SPDW: Political Savvy in Organizational Politics
	10:00am	328	HR:Piedmont	SPDW: Work-Family As Leadership
		333	HR:Hong Kong	SPDW: The 14th Annual Craft Of Reviewing Workshop
		334	HR:Hanover C	SPDW: Ask the OB/HR Editors Panel
Mon	8:20am	441	HR:Inman	JS: Work-Family Decision-Making
	8:30am	462	HI:Grand Salon C	SHCS: Justice&Management Constructs
		473	HR:Hanover B	Welcome and Awards Ceremony
		474	HR:Hanover F	JS: Training and Technology
		475	HR:Manila	JS: Moderators of Goal Orientation
		476	HR:Singapore	JS: International HRM Research
		484	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		493	HR:Regency VII - Table C4	IP: Job Embeddedness and Turnover
_		507	HR:Hanover D	JS: New Insights into LMX theory
	10:40am	565	MT:Marquis - Salon II	SHCS: Searching for the 'H' in Human Resource Management
		575	HI:Gwinnett	JS: Physician-Patient Relationship
		576	HR:Hanover B	HR Practices and Proximal Outcomes
		577	HR:Hanover F	Withdrawal Behaviors: Antecedents and Consequences
		578	HR:International North - HR	HR: Individual Issues [®]
		579	HR:Manila	Performance Evaluation and Management
		580	HR:Singapore	Structured Interviews
		590	HR:Regency V - Table A3	IP: Financial Incentives as Motivators?

Day	Start	#	Location	Session Information
	12:20pm	677	HI:Grand Salon E	SHCS: Sexual Orientation at Work
		680	HR:Hanover B	Pay Policies: Effects on Behavior
		681	HR:Hanover F	Strategic HRM and Performance
		682	HR:Manila	Off-shoring, Outsourcing, and Contingent Work Re
		683	HR:Singapore	Training Outcomes: The Role of Context
		684	HI:Grand Salon B	SHCS: International Assignments
		692	HR:Regency V - Table A1	IP: Individual Differences in Decision Making
		694	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		699	HR:Regency VI - Table B4	IP: Commitment
		700	HR:Regency VII - Table C1	IP: Workplace Diversity: A Discourse on Issues
		703	HR:Regency VII - Table C4	IP: Construct Development
	2:30pm	780	HR:Hanover B	Balancing the Work-Life Interface
		781	HR:Hanover F	The Future of HR
		782	HR:Manila	Downsizing: Antecedents and Consequences
		783	HR:Singapore	Training Outcomes: The Role of Process
		788	MT:Cluster 1 - Copenhagen	JS: Staffing Challenges in MNCs
		799	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
		803	HR:Montreal	JS: Consultants in Contingent Work
		822	HI:Grand Salon B	SHCS: Does Others' Justice Matter?
_	4:10pm	864	HR:Hanover C	JS: Forgiving Workplace Offenses
		872	HR:Hanover B	Ice Cream Social & Member Networking Event
		873	HR:Hanover F	Pay Policies: Cultural Interpretations and Impli
		874	HR:Manila	Fairness and Justice Issues in HR Contexts
		875	HR:Singapore	Socialization and Mentoring: Effects on Newcomer
		884	HR:Regency V - Table A4	IP: Social Capital in Careers
		905	HR:Hanover D	JS: OCBs: Beyond social exchanges
Tue	8:30am	995	HR:Hanover B	Validating FJA in Primary Care
		996	HR:Hanover F	HR Strategy and Organizational Performance
		997	HR:International North - HR	HR: Institutional Issues ®
		998	HR:Singapore	HR Administration: Structural Aspects
		1007	HI:Grand Salon C	SHCS: Multicultural Teams
		1014	HR:Regency VI - Table B3	IP: Critical Issues in Workplace Accommodation
		1016	HR:Regency VII - Table C1	IP: Theoretical Issues in Construct Measurement
_	10:30am	1102	HR:Hong Kong	JS: Recruiting a Diverse Workforce
		1106	HR:Hanover B	Future of HR Discipline
		1107	HR:Hanover F	High Performance Work Systems
		1108	HR:Singapore	Organizational Size and Governance Structure: Ef
		1115	HI:Grand Salon E	SHCS: Work-Family Interface
		1135	HI:Grand Salon C	SHCS: Managerial Intuition
_	2:30pm	1214	HR:Hanover F	HRM and Firm Performance
	,	1215	HR:Singapore	Social Desirability, Self-Enhancement and Emotio
		1216	HR:Hong Kong	JS: Knowledge and value creation
		1217	HR:Hanover B	JS: HR Education: Its Present and Its Future
		1217	HI:Grand Salon C	SHCS: Psychological Contracts
		1213	MT:Cluster 1 - Amsterdam	JS: Intl Research Collaboration
		1223	HR:Regency V - Table A4	IP: Applications of Social Exchange Theory
		1274	HI:Crystal Ballroom B & E	
_	4:10pm		•	JS: Unmasking Workplace Deviance
	т . гории	1302	HR:Inman	JS: Workplace Discrimination
		1304	HR:Hanover B	Recruitment in Information Age
		1305	HR:Hanover F	HRM Practices and Organizational Outcomes: Alter
_	5:15nm	1306	HR:Singapore	Job Analysis and Job Design: Implications for Pe
_	5:45pm	1371	HR:Hanover B	HR Division Business Meeting
	6:45pm	1380	HR:Hanover B	HR Division Reception

Day	Start	#	Location	Session Information
Wed	8:30am	1398	HR:Hanover B	Web-based Recruiting
		1399	HR:Hong Kong	Verbal Self Guidance
		1400	HR:Singapore	Competencies and Competency Modeling
		1401	HR:Hanover F	JS: US and UK Job Markets
		1417	HR:Vinings	JS: Leadership During Crisis
	10:40am	1454	HR:Hanover C	JS: Nomological Network of Justice
		1463	HR:Hanover B	Recruitment and Job Choice
		1464	HR:Hanover F	Leadership Career Development
		1465	HR:Hong Kong	HRM in Health-Care
		1466	HR:Singapore	Dispositional Determinants of Performance

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Day	Start	#	Location	Session Information
Fri	9:00am	3	MT:Cluster 4 - Rio Grande	IMD Adventure
_	1:00pm	5	MT:Marquis - Salon IV	SPDW: Future of Resource-based View
		12	HR:Vinings	SPDW: Exploring Global Consulting
_	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
		23	MT:International 3	SPDW: Doing High Impact Research On China
_	2:00pm	27	MT:Imperial - Summit	SPDW: Structural Equation Modeling with LISREL
_	3:00pm	30	HI:DeKalb	SPDW: Social Enterprise Networks
_	3:30pm	36	MT:International 3	SPDW: Doing Business Research In Emerging Economies
_	6:00pm	47	MT:Copenhagen & Stockholm	IMD Welcome
_	7:00pm	57	OS:IMD	Dinner on the Town with IMD EC
Sat	8:00am	88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
_	8:30am	98	MT:International B	IMD Doctoral Student Consortium I
		99	MT:International C	IMD Junior Faculty Consortium I
-	9:00am	111	HI:Council/Cabinet Room	SPDW: Polar Winds to Tropical Breeze
_	10:30am	141	MT:Cluster 1 - Quebec	SPDW: Entry Mode Research:The Future
-	12:00pm	155	MT:International 2	IMD Consortia Luncheon
-	1:00pm	171	MT:International B	IMD Doctoral Student Consortium II
		172	MT:International C	IMD Junior Faculty Consortium II
		173	MT:Trinidad & Madrid	IMD Paper Development Workshop
		175	HR:Inman	SPDW: Virtual Global R&D Teams
		185	MT:Cluster 3 - Cabinet	SPDW: Set-Theoretic Analysis Using QCA and Fs/QCA
-	1:30pm	195	MT:Cluster 3 - Cabinet MT:Cluster 3 - London	SPDW: Hierarchical Linear Modeling
_	2:00pm	203	MT:International 9	SPDW: Methods for Integrating Moderation and Mediation
	2.000111	203	MT:Cluster 5 - Shangri-La	SPDW: Working with Patent Data
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
-	3:30pm	215	MT:International 2	Meet the Editors (IMD)
	0.00pm	216	MT:Trinidad & Madrid	` '
-	6:00pm	238		SPDW: Global Talent Mgmt IMD PDW Reception
Sun	8:00am	258	MT:Marquis - Salon III	·
Ouii	0.00am		MT:Chablis & Picard	SPDW: Local and Global Interactions
		259 260	MT:Cluster 1 - Calgary MT:Cluster 1 - Madrid	SPDW: Interactive Teaching Methods
		260 261	MT:Cluster 1 - Madrid MT:Cluster 1 - Trinidad	SPDW: Interactive Teaching Methods SPDW: Interactive Teaching Methods
		276		SPDW: Interactive reacting Methods SPDW: Teach Sus Dev Across Cultures
		276 278	HI:Douglas MT:Cluster 3 - London	SPDW: Nethods for IM Research
-	9:30am	315	MT:Cluster 4 - McKenzie	
	0.004111	313	MT:Cluster 4 - Nickerizie MT:Cluster 4 - Rio Grande	SPDW: Bringing External Innovation Inside SPDW: Geography, Networks, and Innovation
-	10:00am	321	MT:International 8	SPDW: Geography, Networks, and Innovation SPDW: Strategies For Collecting Data Overseas
-	10:30am	352	HI:Directors Room	
	10.004111	352 357	MT:Chablis & Picard	SPDW: Clobalizing Film Industry
Mon	7:30am	435	MT:Cluster 1 - Madrid	SPDW: Globalizing Film Industry
-	8:30am			International Management Division Welcome
	O.OOam	476 477	HR:Singapore	JS: International HRM Research Politics and the MNC
		47 <i>1</i> 478	MT:Cluster 1 - Amsterdam	
		478 479	MT:Cluster 1 - Copenhagen MT:Cluster 1 - Madrid	The Role of Knowledge in International Expansion
		479 480	MT:Cluster 1 - Madrid MT:Cluster 1 - Stockholm	New Products and Knowledge Expatriate Assignment Choice
		480 481		Expatriate Assignment Choice Location Choice and Entry Mode
			MT:Cluster 1 - Trinidad	•
		484 489	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		489 490	HR:Regency VI - Table B4 HR:Regency VII - Table C1	IP: Perspectives on Strategic Outsourcing IP: Role and Impact of Conflict in Joint Ventures
		490 491	HR:Regency VII - Table C1 HR:Regency VII - Table C2	IP: Role and Impact of Conflict In Joint Ventures IP: Entry From and Into Foreign Markets
		→ 31	This.isegency vii - Table G2	II . LIIII Y I TOTTI ATIU TITO I OTCIGIT MATRETS

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ay	Start	#	Location	Session Information
on	10:40am	581	MT:Cluster 1 - Amsterdam	Non-Market Organizations
Mon		582	MT:Cluster 1 - Copenhagen	Organizational Learning
		583	MT:Cluster 1 - Madrid	Managing in China
		584	MT:Cluster 1 - Stockholm	Factors Influencing Expatriate Assignment Success
		585	MT:Cluster 1 - Trinidad	MNC Location Choice
		586	MT:Marquis Salon IV - IM 1	Global Work Practices ®
		587	MT:Marquis Salon IV - IM 2	Forms of Internationalization®
		588	HR:Regency V - Table A1	IP: Knowledge Diffusion in Organization Learning
		592	HR:Regency VI - Table B1	IP: Knowledge Capabilities
		594	HR:Regency VI - Table B3	IP: Social Capital in Networks
		595	HR:Regency VI - Table B4	IP: Extended Relationships in Business Networks
		596	HR:Regency VII - Table C1	IP: The Role of Social Ties in Knowledge Creation
		609	MT:Imperial - Summit	JS: Two Decades of Self-Leadership
		641	HI:Grand Salon E	SHCS: Business and Violent Conflict
_	12:20pm	684	HI:Grand Salon B	SHCS: International Assignments
		685	MT:Cluster 1 - Copenhagen	MIC Roundtable
		686	MT:Cluster 1 - Madrid	The Creation and Survival of MNC Subsidiaries
		687	MT:Cluster 1 - Stockholm	Diversity in International Teams
		688	MT:Cluster 1 - Trinidad	The Dynamic Path of International Expansion
		689	MT:Marquis Salon IV - IM 1	Justice, Trust, and Leadership®
		690	MT:Marquis Salon IV - IM 2	Competences and Capabilities ®
		691	MT:Cluster 1 - Amsterdam	JS: Cronyism
		693	HR:Regency V - Table A2	IP: Trust, Reputation and Interfirm Collaboration
		697	HR:Regency VI - Table B2	IP: Epistemological Discussions on Culture
		700	HR:Regency VII - Table C1	IP: Workplace Diversity: A Discourse on Issues
		701	HR:Regency VII - Table C2	IP: Institutional Foundations of Isomorphism
		702	HR:Regency VII - Table C3	IP: TMT and Organization Design
_	2:30pm	784	MT:Cluster 1 - Amsterdam	Institutions and MNC Strategy
	'	78 5	MT:Cluster 1 - Madrid	The Emerging Market MNC
		786	MT:Cluster 1 - Stockholm	Studying Values and Norms Across Cultures
		787	MT:Cluster 1 - Trinidad	International Networks
		788	MT:Cluster 1 - Copenhagen	JS: Staffing Challenges in MNCs
		789	HI:Grand Salon C	SHCS: Culture and Leadership
		795	HR:Regency VI - Table B2	IP: Political Strategy
		796	HR:Regency VI - Table B3	IP: Team Effectiveness
		799	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
		838	MT:International 3	JS: Concepts and Theories in B&S
_	4:10pm	876	MT:Cluster 1 - Amsterdam	Barry Richman Dissertation Award Finalists Session
	'	877	MT:Cluster 1 - Copenhagen	Developing Global Leaders
		878	MT:Cluster 1 - Madrid	International M&A
		879	MT:Cluster 1 - Stockholm	Inter-Cultural Communication
		880	MT:Cluster 1 - Trinidad	The Dynamics of International Joint Ventures
		885	HR:Regency VI - Table B1	IP: Strategic Choices in the Context of Legitimation
		889	HR:Regency VII - Table C2	IP: Regional Entrepreneurship
		890	HR:Regency VII - Table C3	
		891	HR:Regency VII - Table C4	IP: Control Across Temporary Organizational Boundaries IP: Organizational Innovation
	5:30pm	934	MT:Cluster 1 - Copenhagen	International Management Division Business Meeting
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Day	Start	#	Location	Session Information
Tue	8:30am	999	MT:Cluster 1 - Amsterdam	Global Outsourcing
		1000	MT:Cluster 1 - Madrid	MNC Subsidiary Management
		1001	MT:Cluster 1 - Stockholm	Culture, Values and Work Related Behavior
		1002	MT:Cluster 1 - Trinidad	International Business Groups
		1003	MT:Marquis Salon IV - IM 1	Intl Expansion Strategy®
		1004	MT:Marquis Salon IV - IM 2	Institutions and Change - Change and Institutions
		1005	MT:Cluster 1 - Copenhagen	JS: Management Knowledge Transfer
		1006	MT:Marquis - Salon I	SHCS: Leadership Across Cultures
		1007	HI:Grand Salon C	SHCS: Multicultural Teams
		1009	HR:Regency V - Table A2	IP: Culture and Organization
		1010	HR:Regency V - Table A3	IP: Social Capital and Learning
		1011	HR:Regency V - Table A4	IP: Post-Merger Implementation
		1012	HR:Regency VI - Table B1	IP: Contingency Theory
		1019	HR:Regency VII - Table C4	IP: Causes and Consequences of Market Entry Choices
_		1023	HR:Techwood	JS: Emergent Paradigms in the ME
	10:30am	1100	MT:Marquis - Salon I	SHCS: Academic Entrepreneurship
		1109	MT:Cluster 1 - Amsterdam	Does Corruption Matter? and to Whom? and How?
		1110	MT:Cluster 1 - Copenhagen	SME Internationalization
		1111	MT:Cluster 1 - Madrid	Alternative Means of Knowledge Acquisition by MNCs
		1112	MT:Cluster 1 - Stockholm	Training and Retention
		1113	MT:Cluster 1 - Trinidad	The Liability of Foreignness
		1114	MT:Marquis Salon IV - IM 1	Knowledge, Learning and Integration in the MNC ◎
_		1115	HI:Grand Salon E	SHCS: Work-Family Interface
		1117	HR:Regency V - Table A2	IP: Ethical Behavior
		1121	HR:Regency VI - Table B2	IP: Agency and Strategy
		1123	HR:Regency VI - Table B4	IP: Multinationality & Performance
		1126	HR:Regency VII - Table C3	IP: Applications of Resource Dependence Theory
		1127	HR:Regency VII - Table C4	IP: National Institutions
	2:30pm	1218	HI:Grand Salon C	SHCS: Psychological Contracts
		1219	MT:Cluster 1 - Copenhagen	International Entrepreneurship
		1220	MT:Cluster 1 - Madrid	Internationalization of R&D
		1221	MT:Cluster 1 - Stockholm	Leadership and Mentoring
		1222	MT:Cluster 1 - Trinidad	Internationalization and Performance
		1223	MT:Cluster 1 - Amsterdam	JS: Intl Research Collaboration
		1227	HR:Regency V - Table A4	IP: Applications of Social Exchange Theory
		1230	HR:Regency VI - Table B3	IP: Capabilities in SMEs
		1239	HI:Grand Salon A	SHCS: Future of Management Education
	4:10pm	1307	MT:Cluster 1 - Amsterdam	Organizational Citizenship Behavior
		1308	MT:Cluster 1 - Madrid	Managing M&As
		1309	MT:Cluster 1 - Stockholm	Pay and Performance
		1310	MT:Cluster 1 - Trinidad	MNC Identity and Culture
		1311	HR:Regency V - Table A1	IP: Social Capital Impact on Leadership Potential
_	F.00	1359	MT:Cluster 1 - Copenhagen	JS: Global Innovation
	5:30pm	1363	MT:Cluster 1 - Stockholm	IMD BAH Intl Scholar Award
Wed	7:30am	1384	MT:Cluster 1 - Madrid	IMD Member Feedback
	8:30am	1388	MT:Cluster 1 - Trinidad	JS: Convergence in Governance
		1401	HR:Hanover F	JS: US and UK Job Markets
		1402	MT:Cluster 1 - Copenhagen	MNC Diversity and Diversification
_		1403	MT:Cluster 1 - Madrid	Local Firms Going Abroad
	10:40am	1467	MT:Cluster 1 - Amsterdam	International Management Research Approaches
		1468	MT:Cluster 1 - Copenhagen	Employee Employer Relations
		1469	MT:Cluster 1 - Madrid	Intl Business Functions
		1470	MT:Cluster 1 - Stockholm	Managing Diversity: Cultures and Subcultures
		1471	MT:Cluster 1 - Trinidad	International Corporate Governance

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Day	Start	#	Location	Session Information
Fri	1:00pm	12	HR:Vinings	SPDW: Exploring Global Consulting
		13	HR:Inman	SPDW: Making Strategy Happen
		16	HI:Club Room	SPDW: Cultural Due Diligence
		18	MT:International A	SPDW: Professions In Org. Life
-	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
_	2:00pm	25	HI:Crystal Ballroom A & F	SPDW: Knowledge/Action Doctoral 1
_	3:00pm	29	HR:Techwood	SPDW: Managing Global Diversity
		31	HI:Directors Room	SPDW: Performance, Leadership, Chang
_	3:15pm	34	HR:Piedmont	Creating and Developing Your Consulting Practice
_	4:00pm	38	HR:Inman	SPDW: Working with Multiple Perspectives on Change
Sat	8:00am	79	HI:Crystal Ballroom A & F	Knowledge/Action Doctoral 2
		80	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions
		89	MT:Cluster 3 - Sydney	SPDW: Qualimetrics Methodology
		92	MT:Cluster 1 - Copenhagen	SPDW: Scientist And Educator
_	8:30am	97	HR:Manila	SPDW: Teaching HR Metrics
		100	HR:Montreal	SPDW: Consulting & Family Succession
-	9:30am	127	HI:Directors Room	SPDW: Gov. In Public & Nonprofit
-	10:00am	134	MT:International A	SPDW: Are You Ready?
		137	HI:Washington	SPDW: Doing Research In Government
-	12:30pm	159	HR:Hanover E	MC Doctoral Student Consort1
_	1:00pm	164	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia
-	•	179	HI:Washington	SPDW: Values and Ethics in Human System Development
	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
	·	207	HR:Hanover E	MC Division Doctoral Student Consortium (2)
	3:30pm	216	MT:Trinidad & Madrid	SPDW: Global Talent Mgmt
Sun	7:30am	247	HR:Hanover E	MC Division Doctoral Student Consortium (3)
		248	HR:Hanover F	SPDW: Building Healthy Companies
-	9:00am	296	MT:International 6	SPDW: Strategy As Practice
		309	HI:Embassy Room	SPDW: Co-Producing Knowledge
-	9:30am	318	HR:Cairo	SPDW: Eminent Senior Scholars
		320	HI:Monroe	SPDW: Giving Research Feedback To Industry Partners
-	10:00am	336	HI:Grand Salon A	SPDW: High Impact Change Exercises
-	10:30am	355	HR:Hanover F	SPDW: Management Consulting Communities of Practice
lon	8:30am	488	HR:Regency VI - Table B3	IP: Organizational Learning in Strategic Alliances
	0.000	4 94	HR:Montreal	Executive Coaching Research
		495	HR:Vancouver	Org. Change & Development
-	10:40am	600	HR:Vancouver	Conceptual Frameworks for Consulting
		601	HI:Grand Salon A	SHCS: Lessons from OD Luminaries
		624	HR:Montreal	JS: Global and Strategic OD
-	12:20pm	663	MT:Marquis - Salon I	SHCS: Evolution of Practices in MC
	•	694	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		704	HR:Montreal	Consulting Lessons from the Field
		705	HR:Vancouver	Knowledge Management Consult
		706	HI:Grand Salon A	SHCS: New Forms of OD Consulting
-	2:30pm	794	HR:Regency VI - Table B1	IP: The Sources and Consequences of (De)Legitimacy
	r	802	HR:International North - MC	Consulting Field Reports & Insights ®
		802 803	HR:Montreal	JS: Consultants in Contingent Work
		804	HR:Vancouver	JS: Collaborative Research
-	4:10pm	886	HR:Regency VI - Table B2	IP: Diffusion of Organizational Norms
		892	HR:Montreal	Advances in the Practice of Consulting
		908	HI:Carter	JS: The Future of OD
		300	i ii.Caitci	JO. THE I UTUIE OF OLD

Day	Start	#	Location	Session Information
Mon	5:15pm	931	HR:Montreal	MC Business Meeting
_	6:00pm	943	HR:Vancouver	MC Social Hour
_	8:00pm	961	OS:MC - City Grill	Members & Friends Dinner
Tue	8:30am	1009	HR:Regency V - Table A2	IP: Culture and Organization
		1020	HR:Montreal	Managing the Client-Consultant Relationship
		1045	HI:Grand Salon E	SHCS: Design Sciences and Consulting
_	10:30am	1125	HR:Regency VII - Table C2	IP: CEO Turnover: Antecedents and Consequences
_		1128	HR:Montreal	Consultant Relationships
	2:30pm	1230	HR:Regency VI - Table B3	IP: Capabilities in SMEs
		1236	HR:Montreal	JS: Knowledge-based Adaptation
		1239	HI:Grand Salon A	SHCS: Future of Management Education
_	4:10pm	1322	HR:Montreal	Knowledge Transfer in Consulting
Wed	8:30am	1404	HR:Montreal	Executive Coaching: Conversations for Consultants
_	10:40am	1472	HR:Montreal	MC Division's Future
		1474	HR:Techwood	JS: C-Level Leader Development

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Day	Start	#	Location	Session Information
Fri	1:00pm	14	MT:Trinidad & Madrid	SPDW: New Age Ldrshp Dev Framework
-		19	HI:Carter	SPDW: Teaching Sustainability
	2:00pm	25	HI:Crystal Ballroom A & F	SPDW: Knowledge/Action Doctoral 1
_		26	HI:Paulding	SPDW: Teaching Indigenous Management
_	4:00pm	37	HR:Lenox	SPDW: Diversity in Action
	5:00pm	41	HR:Hanover E	MED PDW Welcoming Reception
Sat	8:00am	80	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions
		81	HR:Techwood	SPDW: Second Generation E-Learning
_		92	MT:Cluster 1 - Copenhagen	SPDW: Scientist And Educator
_	8:30am	97	HR:Manila	SPDW: Teaching HR Metrics
_	9:00am	113	HI:Douglas	SPDW: Art As A Reflective Tool In Management Education
	10:00am	131	HR:Spring	High Performing Faculty Teams
		132	HR:Techwood	SPDW: Classroom As Organization
_		136	HI:Jefferson	SPDW: Service Learning
_	10:30am	138	MT:Champagne	SPDW: Global Social Entrepreneurship
_	11:30am	149	MT:Cluster 1 - Amsterdam	SPDW: Katrina in the Classroom
	1:00pm	168	HR:Singapore	SPDW: HR Research In Classrooms
		174	HR:Spring	Management Education Around The Globe
		175	HR:Inman	SPDW: Virtual Global R&D Teams
-		176	HR:Techwood	SPDW: Teaching With Technology
	1:15pm	188	HI:Gwinnett	SPDW: How/Where to publish in MSR
	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
	3:30pm	213	HR:Spring	SPDW: Leading In Higher Education
		217	HR:Roswell	SPDW: Teaching Negotiations
	4:15pm	225	HI:Jefferson	SPDW: Teaching In A Linear World
Sun	7:00am	245	HR:Vinings	SPDW: Knowledge Through Global E-Med
_	8:00am	256	HR:Lenox	SPDW: Teaching Courses on Diversity
		262	HR:Techwood	Teaching With Games
		263	HR:Roswell	SPDW: Build and Understand Your Own Teaching Philosophy
		264	HR:Kennesaw	SPDW: Duality of Ethics In Mentoring
		269	HI:Paulding	SPDW: ODC As An Academic Discipline
		273	MT:Cluster 3 - Zurich	SPDW: Technology In Management Edu.
		275	MT:International 8	SPDW: Teaching OMT
_		276	HI:Douglas	SPDW: Teach Sus Dev Across Cultures
_	8:30am	288	HR:Inman	NAS Learning Cycle
	10:00am	324	HI:DeKalb	SPDW: Dark Side Case Competition V
		330	HR:Inman	SPDW: Comparing Mgt Ed Journals
		331	HR:Roswell	SPDW: Meet The Best Reviewers
_		332	HR:Techwood	SPDW: Management and the Liberal Arts
	11:00am	360	HR:Spring	SPDW: How to Do Negotiation Training in Companies
Mon	8:30am	474	HR:Hanover F	JS: Training and Technology
_		487	HR:Regency VI - Table B2	IP: Group and Individual Sensemaking
_	9:00am	534	HR:Spring	MED Keynote Address: Multiple Influences in Ment
-	10:40am	591	HR:Regency V - Table A4	IP: Organization and Climate Impacts on Innovation
		602	HR:Spring	Educating the Whole Person
		603	HR:Techwood	On-Line Learning
		604	HR:University	New Philosophies of MED

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1230 HR:Regency VI - Table B3 IP: Capabilities in SM	
1237 HR:Spring Teaching Strategic M	-
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4:10pm 1314 HR:Regency V - Table A4 IP: Ethics in Education	
1323 HR:Spring Enhancing Undergrad	
1324 HR:Techwood Learning Across Orga	
	and Business Meeting
7:00pm 1381 HR:Spring MED and ONE Division	
Wed 7:00am 1383 HR:Spring MED Executive Break	•
8:30am 1405 HR:Spring Assessment: Tools, A	
1406 HR:Techwood JS: Mentoring and Co	
10:40am 1473 HR:Spring Institutional Tensions	paching
1474 HR:Techwood JS: C-Level Leader D	paching

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Management History

Program Chair: Karl Moore, McGill U. Professional Development Workshop Chair: John Humphreys, Texas A&M U.

Start	#	Location	Session Information
1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
9:00am	112	HI:State Room	Introduction to the Academy
10:00am	133	HI:State Room	Historically-Based Research
2:00pm	197	HI:State Room	Managing Your Dissertation
3:40pm	219	HI:State Room	Mayoral Power
9:00am	296	MT:International 6	SPDW: Strategy As Practice
	303	HI:State Room	Getting Published
9:30am	318	HR:Cairo	SPDW: Eminent Senior Scholars
10:30am	356	HI:State Room	Becoming Involved in Professional Development
8:30am	483	HR:Regency V - Table A2	IP: Institutions and CSR
	484	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
	493	HR:Regency VII - Table C4	IP: Job Embeddedness and Turnover
	496	HI:Roosevelt	The Workplace and Management
10:40am	605	HI:Board & Directors - MH	MH Visual Paper Session ®
	606	HI:Roosevelt	Leadership, Practice and Japan
12:20pm	709	HI:Roosevelt	Wars, Business and Evolution
2:30pm	811	HI:Roosevelt	Technology and Images of Labor
4:10pm	923	HI:Roosevelt	JS: Bowen`s Contribution to CSR
8:30am	1009	HR:Regency V - Table A2	IP: Culture and Organization
	1024	HI:Roosevelt	Research, Development, Resources and Management
10:30am	1132	HI:Roosevelt	Presidents and Founders
2:30pm	1228	HR:Regency VI - Table B1	IP: Pedagogical Innovations in Management Education
	1229	HR:Regency VI - Table B2	IP: Critical Approaches to Theory Development
	1240	HI:Roosevelt	Contributors, Protegés and Pioneers
4:10pm	1325	HI:Roosevelt	Management History Business Meeting
5:30pm	1365	HI:Roosevelt	Management History Social Event
8:30am	1407	HI:Roosevelt	A Guide to Historical Method
	1:30pm 9:00am 10:00am 2:00pm 3:40pm 9:00am 9:30am 10:30am 8:30am 10:40am 12:20pm 2:30pm 4:10pm 8:30am 10:30am 2:30pm	1:30pm 22 9:00am 112 10:00am 133 2:00pm 197 3:40pm 219 9:00am 296 303 9:30am 318 10:30am 356 8:30am 483 484 493 496 10:40am 605 606 12:20pm 709 2:30pm 811 4:10pm 923 8:30am 1009 1024 10:30am 1132 2:30pm 1228 1229 1240 4:10pm 1325 5:30pm 1365	1:30pm 22 MT:International 4 9:00am 112 HI:State Room 10:00am 133 HI:State Room 2:00pm 197 HI:State Room 3:40pm 219 HI:State Room 9:00am 296 MT:International 6 303 HI:State Room 9:30am 318 HR:Cairo 10:30am 356 HI:State Room 8:30am 483 HR:Regency V - Table A2 484 HR:Regency V - Table A3 493 HR:Regency VII - Table C4 496 HI:Roosevelt 10:40am 605 HI:Board & Directors - MH 606 HI:Roosevelt 12:20pm 709 HI:Roosevelt 4:10pm 923 HI:Roosevelt 4:10pm 132 HI:Roosevelt 10:30am 1132 HI:Roosevelt 12:29 HR:Regency VI - Table B1 1229 HR:Regency VI - Table B2 1240 HI:Roosevelt 4:10pm 1325 HI:Roosevelt 4:10pm 1365 HI:Roosevelt

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Management Spirituality & Religion

Program Chair: Margaret Benefiel, Andover Newton Theological School Professional Development Workshop Chair: Kathy Lund Dean, Idaho State U.

Day	Start	#	Location	Session Information
Fri	1:00pm	15	HI:Gwinnett	Trust in Organizations
	2:00pm	26	HI:Paulding	SPDW: Teaching Indigenous Management
_	3:00pm	29	HR:Techwood	SPDW: Managing Global Diversity
_	5:30pm	44	HI:Gwinnett	MSR Doctoral Student and Junior Faculty Consortium
Sat	7:00am	59	HI:Gwinnett	Meditation Session I
_	8:00am	73	MT:Cluster 1 - Amsterdam	SPDW: Katrina Social Issues
		78	HI:Crystal Ballroom C & D	SPDW: Spiritual Entrepreneurship
		80	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions
_	8:30am	101	HI:Gwinnett	MSR Doctoral Student and New Faculty Consortium
_	9:00am	113	HI:Douglas	SPDW: Art As A Reflective Tool In Management Education
_	1:00pm	177	HI:Jefferson	Soul By Design: Where Real Transformation Begins
- -	1:15pm	188	HI:Gwinnett	SPDW: How/Where to publish in MSR
	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
	3:00pm	212	HI:Gwinnett	MSR Doctoral Student and New Faculty Consortium
_	4:15pm	225	HI:Jefferson	SPDW: Teaching In A Linear World
Sun	7:00am	246	HI:Washington	Meditation Session II
Mon	8:30am	501	HI:Paulding	Spiritual Leadership
_	12:20pm	703	HR:Regency VII - Table C4	IP: Construct Development
		712	HI:Paulding	Religion, Ethics and Spirituality
_	2:30pm	801	HR:Regency VII - Table C4	IP: Emergence in Systems Dynamics
_		816	HI:Paulding	Philosophical Perspectives
	4:10pm	887	HR:Regency VI - Table B4	IP: The Road to Developing Shared Meanings
Tue	8:30am	1028	HI:Paulding	Measurement: Ways and Means
_	10:30am	1122	HR:Regency VI - Table B3	IP: Agency Theory
		1136	HI:Paulding	Theology & Faith at Work
_	2:30pm	1243	HI:Paulding	Distinguished Speaker L Bolman
_	4:10pm	1328	HI:Paulding	MSR Business Meetings
	5:30pm	1367	HI:Paulding	MSR Social

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Managerial & Organizational Cognition

Program Chair: Mary Ann Glynn, Emory U. Professional Development Workshop Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign

Day	Start	#	Location	Session Information
Fri	1:00pm	14	MT:Trinidad & Madrid	SPDW: New Age Ldrshp Dev Framework
		18	MT:International A	SPDW: Professions In Org. Life
	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
_	2:00pm	26	HI:Paulding	SPDW: Teaching Indigenous Management
_	3:00pm	32	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
	6:00pm	53	MT:International 8	SPDW: OMT/ODC/MOC Doctoral Students Consortium
at	8:00am	80	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions
		86	MT:International 8	SPDW: OMT/ODC/MOC Doctoral Students Consortium
_		91	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
	9:00am	106	MT:Cluster 5 - South Hampton	SPDW: Strategy and Identity
		118	MT:International 9	SPDW: Positive Org. Scholarship
_		120	MT:Cluster 5 - Shangri-La	SPDW: Social Constructionism
_	9:30am	124	MT:Trinidad & Madrid	SPDW: Cognitive Maps and CSR
_	9:45am	129	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Cooperation
	10:00am	134	MT:International A	SPDW: Are You Ready?
_		137	HI:Washington	SPDW: Doing Research In Government
	11:30am	148	HR:Roswell	SPDW: Leadership Emotions
_	1:30pm	191	MT:International 6	SPDW: Research on Org Identity
	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
_	4:00pm	224	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Response from Industry
un	8:00am	265	HR:Hanover C	SPDW: Ask the Editors Breakfast
	8:30am	289	MT:Cluster 3 - Bonn	Cognition in the Rough
		290	MT:Rhine & Savoy	SPDW: Learning about Resilience
		291	HR:Hanover C	SPDW: Joint Editor`s Panel
	9:00am	304	MT:International B	SPDW: Cmplexity,Leadership&NatSecMgt
		309	HI:Embassy Room	SPDW: Co-Producing Knowledge
	9:30am	316	MT:International C	SPDW: Anticipation
		319	MT:International 7	SPDW: Culture and Language in Market and Field Processes
	10:00am	335	HR:Hanover G	SPDW: Macro OB/OMT Journals
		339	MT:International 9	SPDW: Editor's Panel II: OMT/ODC/MOC
	5:00pm	421	MT:International B	MOC International Members Reception
on	8:30am	482	HR:Regency V - Table A1	IP: Sources and Consequences of Dynamic Capabilities
		487	HR:Regency VI - Table B2	IP: Group and Individual Sensemaking
		497	MT:Cluster 2 - Magnolia	The Next Generation: MOC Best Student Papers
		498	MT:Imperial - Consulate	Emotions, Culture & Values
		499	MT:Marquis Salon IV - MOC 2	Identity Framings [™]
		500	MT:Imperial - Summit	JS: Organizing with Self-Awareness
	10:40am	588	HR:Regency V - Table A1	IP: Knowledge Diffusion in Organization Learning
		597	HR:Regency VII - Table C2	IP: Workplace Deviant Behavior
		607	MT:Cluster 2 - Magnolia	MOC Welcome with Karl Weick
		608	MT:Imperial - Consulate	Examinations of Mood and Extra-Role Behavior
		609	MT:Imperial - Summit	JS: Two Decades of Self-Leadership
		616	HR:Hanover D	JS: Norm Misperception
_	12:20pm	692	HR:Regency V - Table A1	IP: Individual Differences in Decision Making
		697	HR:Regency VI - Table B2	IP: Epistemological Discussions on Culture
		710	MT:Cluster 2 - Magnolia	Sensemaking Theory: Impact & Extensions
		711	MT:Marquis Salon IV - TIM 1	Improvisational Framings®
_	1:00pm	747	MT:Imperial - Consulate	Transactive Memory
		748	MT:Imperial - Summit	Multilevel Creativity

Day	Start	#	Location	Session Information
lon	2:30pm	797	HR:Regency VI - Table B4	IP: Cognitive Processes in Group Settings
		798	HR:Regency VII - Table C1	IP: Explorations of New Leadership Models
		812	MT:Cluster 2 - Magnolia	Dynamics of Decision Making
		813	MT:Imperial - Consulate	Identity & Attitudes: Surveys
		814	MT:Marquis Salon IV - MOC 1	Cognitive Framings: Decisions and Interpretations
		815	MT:Imperial - Summit	JS: Team Cognition Research
		823	HR:Hanover E	JS: Executive Leadership
		824	HI:Grand Salon A	SHCS: Conflicting Emotions
_	4:10pm	881	HR:Regency V - Table A1	IP: Sources and Consequence of Organizational Identity
		883	HR:Regency V - Table A3	IP: Hope, Optimism and Self-Regulation
		895	MT:Cluster 2 - Magnolia	Making Decisions & Making Sense
		896	MT:Imperial - Consulate	Org Identity: Case Studies
		897	MT:Imperial - Summit	Creative Moments & Cognition
		898	MT:Marquis Salon IV - MOC 1	Cultural Framings: Virtues & Values ◎
Гuе	8:30am	1011	HR:Regency V - Table A4	IP: Post-Merger Implementation
		1025	MT:Imperial - Summit	Relating via Relationships
		1026	HI:Grand Salon D	SHCS: Enabling professional identity
		1027	MT:Imperial - Consulate	SHCS: Team Creativity
		1034	HR:Hanover D	JS: Socialization Boundaries
		1036	HI:Grand Salon B	SHCS: Cognition and networks
-	10:30am	1117	HR:Regency V - Table A2	IP: Ethical Behavior
		1118	HR:Regency V - Table A3	IP: Absorptive Capacity and Organizational Learning
		1121	HR:Regency VI - Table B2	IP: Agency and Strategy
		1133	MT:Imperial - Consulate	Organizational Learning & Unlearning in Crisis
		1134	MT:Imperial - Summit	Relating & Networking in Orgs
		1135	HI:Grand Salon C	SHCS: Managerial Intuition
		1147	HI:Grand Salon B	SHCS: When Work is a Calling
		1158	HI:Grand Salon A	SHCS: Discourse Perspectives on Organizational Change
-	2:30pm	1241		·
	2.00pm	1241	MT:Imperial - Consulate MT:Imperial - Summit	Org Change & Conformity
		1252	HR:Hanover D	JS: Exploring the role of emotion in leadership
		1252		JS: Emotion Regulation/Perception
_	4:10pm		MT:International 3	JS: The Dark Side of Organizations
	4. TOPIII	1303	HI:Gwinnett	JS: Organizational Resilience
		1312	HR:Regency V - Table A2	IP: Entrepreneurial Cognition and New Venturing
		1318	HR:Regency VI - Table B4	IP: Diffusion of Innovation
		1326	MT:Imperial - Consulate	Cognition & Strategic Action
		1327	MT:Imperial - Summit	Relating Leaders to Followers
		1334	HR:Hanover D	JS: Emotion in Groups
_	F 00	1335	HR:Vinings	JS: Shared Mental Models, Team Processes and Outcomes
_	5:30pm	1366	MT:Imperial - Consulate	MOC Business Meeting
	6:30pm	1377	MT:Imperial - Consulate	MOC Social Hour
Ved	8:30am	1408	MT:Imperial - Consulate	Tacit Knowledge & Expertise
_		1409	MT:Imperial - Summit	High Quality Connections
	10:40am	1475	MT:Imperial - Consulate	Attributional Theory and Organizational Biases

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Operations Management

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Day	Start	#	Location	Session Information
Fri	1:00pm	6	HI:Roosevelt	SPDW: Critical Responses To Katrina
		17	MT:Cluster 1 - Amsterdam	SPDW: Supply Chain Mgt Active Learning
Sat	8:00am	73	MT:Cluster 1 - Amsterdam	SPDW: Katrina Social Issues
		81	HR:Techwood	SPDW: Second Generation E-Learning
_		84	MT:Cluster 1 - Quebec	Using Simulation To Teach OM
_	8:30am	103	MT:Cluster 3 - Bonn	SPDW: Process Research Workshop I: A Spectrum of Methods
_	9:00am	117	MT:Cluster 3 - Zurich	Teaching Product Innovation
_	9:45am	129	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Cooperation
_	11:30am	149	MT:Cluster 1 - Amsterdam	SPDW: Katrina in the Classroom
_	12:00pm	158	MT:Rio Grande & MacKenzie	Operations Management Doctoral Consortium Luncheon
	1:00pm	175	HR:Inman	SPDW: Virtual Global R&D Teams
		176	HR:Techwood	SPDW: Teaching With Technology
		180	MT:Rio Grande & MacKenzie	Operations Management Doctoral Consortium
_		187	MT:Cluster 3 - Bonn	SPDW: Process Research Methods II
	2:00pm	199	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response
		200	MT:Cluster 1 - Quebec	SPDW: Mass Customization
_		203	MT:International 9	SPDW: Methods for Integrating Moderation and Mediation
_	3:30pm	218	MT:Cluster 3 - State	SPDW: Teaching Mgt Coaching w/Sports
	4:00pm	224	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Response from Industry
Sun	8:00am	270	MT:Cluster 1 - Amsterdam	Littlefield Technologies
		271	MT:Cluster 3 - Cabinet	SPDW: Intersections: Entrepreneurship
		272	MT:Cluster 1 - Quebec	SPDW: Pushing Ahead With Case-Based Research
_		273	MT:Cluster 3 - Zurich	SPDW: Technology In Management Edu.
_	9:00am	309	HI:Embassy Room	SPDW: Co-Producing Knowledge
	10:00am	337	MT:Cluster 1 - Amsterdam	SPDW: Working with Configurations
		338	MT:Cluster 1 - Quebec	SPDW: Project Management Research Methods
Mon	8:30am	482	HR:Regency V - Table A1	IP: Sources and Consequences of Dynamic Capabilities
		489	HR:Regency VI - Table B4	IP: Perspectives on Strategic Outsourcing
_	0.00	513	MT:Rio Grande & MacKenzie	Operations Management Division Welcome Breakfast
	9:00am	535	MT:Cluster 4 - Yukon	Revisiting Issues in Performance Management
_	10:10:	536	MT:Rio Grande & MacKenzie	Operational Mgmt Capabilities
	10:40am	625	MT:Cluster 4 - Yukon	E-Operations
-	40.00	626	MT:Rio Grande & MacKenzie	Product Design and Development
	12:20pm	695	HR:Regency V - Table A4	IP: Intra-Organizational Learning Systems
		696	HR:Regency VI - Table B1	IP: Organizational Effectiveness
		698	HR:Regency VI - Table B3	IP: Organization Learning
		723	MT:Marquis Salon IV - OM	Decision Making in Operations Management®
_	2:20nm	724	MT:Rio Grande & MacKenzie	Human Side of Operations Management
	2:30pm	799	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
-	4:1000	830	MT:Rio Grande & MacKenzie	Journal of Operations Management Best Paper Award
-	4:10pm	909	MT:Rio Grande & MacKenzie	OM Division Business Meeting
	6:00pm	944	MT:Rio Grande & MacKenzie	Operations Management Division Social
Tue	8:30am	1046	MT:Champagne	Information Sharing & Coordination
-	10:200	1047	MT:Rio Grande & MacKenzie	JS: Perspectives of Performance
	10:30am	1119	HR:Regency V - Table A4	IP: Structural Issues in New Product Development
		1120	HR:Regency VI - Table B1	IP: Flexible Organizations
		1159	MT:Champagne	Improving Service Operations
	·	1160	MT:Rio Grande & MacKenzie	Research and Practice in Operations Management

Day	Start	#	Location	Session Information
Tue	2:30pm	1228	HR:Regency VI - Table B1	IP: Pedagogical Innovations in Management Education
		1235	HR:Regency VII - Table C4	IP: Managing Connectedness Risk in Organizations
		1258	MT:Rio Grande & MacKenzie	Theory in Supply Chain Management
		1259	HI:Grand Salon D	SHCS: Service Innovation
_	4:10pm	1342	MT:Marquis Salon IV - OM	Managing Supply Chains ®
		1343	MT:Rio Grande & MacKenzie	In Pursuit of Strategic Operations
Wed	8:30am	1424	MT:Rio Grande & MacKenzie	Integration Issues in Operations Management
_	10:40am	1489	MT:Rio Grande & MacKenzie	International Operations Management

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Organization & Management Theory

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Day	Start	#	Location	Session Information
Fri	1:00pm	5	MT:Marquis - Salon IV	SPDW: Future of Resource-based View
_		18	MT:International A	SPDW: Professions In Org. Life
_	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
_	4:15pm	39	MT:Marquis - Salon IV	SPDW: Resources, Capabilities
	6:00pm	52	MT:International 7	OMT Junior Faculty Consortium
		53	MT:International 8	SPDW: OMT/ODC/MOC Doctoral Students Consortium
Sat	8:00am	85	MT:International 7	OMT Junior Faculty Consortium
		86	MT:International 8	SPDW: OMT/ODC/MOC Doctoral Students Consortium
_	8:30am	93	MT:International 2	SPDW: Scholars And Practitioners
		102	MT:International 4	SPDW: Advanced Social Networks
		103	MT:Cluster 3 - Bonn	SPDW: Process Research Workshop I: A Spectrum of Methods
_	9:00am	107	MT:International 1	SPDW: Digital Transformations
		118	MT:International 9	SPDW: Positive Org. Scholarship
		120	MT:Cluster 5 - Shangri-La	SPDW: Social Constructionism
_	9:45am	129	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Cooperation
_	10:00am	135	MT:International 10	SPDW: Power In Institutional Theory
_	1:00pm	185	MT:Cluster 3 - Cabinet	SPDW: Set-Theoretic Analysis Using QCA and Fs/QCA
		187	MT:Cluster 3 - Bonn	SPDW: Process Research Methods II
_	1:30pm	189	MT:Cluster 3 - Sydney	SPDW: Empirically Investigating Real Options
	·	191	MT:International 6	SPDW: Research on Org Identity
		192	HR:Roswell	SPDW: Senior Scholars Session
		193	HR:University	SPDW: Leadership of Networks and Alliances
		194	MT:Champagne	SPDW: Using M&A As A Context For Studying Organizations
_	2:00pm	201	MT:Cluster 2 - Magnolia	SPDW: Philosophies Of Organizational Research
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
-	5:00pm	228	MT:International C	Meet OMT Reception
		229	MT:Cluster 3 - Sydney	SPDW: Simulation Techniques in Organization Theory
un	8:00am	253	HI:DeKalb	SPDW: New Research Agendas
		258	MT:Chablis & Picard	SPDW: Local and Global Interactions
		265	HR:Hanover C	SPDW: Ask the Editors Breakfast
		267	HR:University	SPDW: Systemic Leadership Approaches
		274	HI:Crystal Ballroom C & D	SPDW: Assumptions & Managerial Action
		275	MT:International 8	SPDW: Teaching OMT
_	8:30am	290	MT:Rhine & Savov	SPDW: Learning about Resilience
		291	HR:Hanover C	SPDW: Joint Editor`s Panel
_	9:00am	297	MT:International 1	SPDW: RBV & Industry Attractiveness
		298	MT:International 5	SPDW: Research Incubator On Alliance Portfolios
		301	HR:Regency VI	SPDW: Negotiating Your 1st Job
		304	MT:International B	SPDW: Cmplexity,Leadership&NatSecMgt
		306	MT:Cluster 1 - Stockholm	OMT Doctoral Dissertation Consortium
		312	MT:Cluster 4 - Tigris	SPDW: Ecological Research On Technology And Innovation
_	9:30am	319	MT:International 7	SPDW: Culture and Language in Market and Field Processes
-	10:00am	333	HR:Hong Kong	SPDW: The 14th Annual Craft Of Reviewing Workshop
		335	HR:Hanover G	SPDW: Macro OB/OMT Journals
		339	MT:International 9	SPDW: Idiation of Spicial Foodmans SPDW: Editor's Panel II: OMT/ODC/MOC
_	10:30am	303	MT:Chablis & Picard	C. Det. Lake of aller it. Civilional

Day	Start	#	Location	Session Information
Mon	8:30am	453	MT:Marquis - Salon I	SHCS: Capital Markets and Strategy
		455	MT:International 10	JS: Technology and Firm Boundaries
		483	HR:Regency V - Table A2	IP: Institutions and CSR
		484	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		485	HR:Regency V - Table A4	IP: Tech. & Industry Evolution
		486	HR:Regency VI - Table B1	IP: Research in Dynamic Capability
		487	HR:Regency VI - Table B2	IP: Group and Individual Sensemaking
		492	HR:Regency VII - Table C3	IP: Knowledge Creation
		510	HI:Grand Salon D	SHCS: Situated Practice in Online Communities
		514	MT:International 3	OMT Welcome Breakfast and Distinguished Scholar
		515	MT:International 4	Understanding the Legitimacy of Institutions
		516	MT:International A	Status and Competitiveness in Networks
		517	MT:International B	Relating Networks and Learning
		518	MT:International C	Status Issues
		519	MT:International 2	JS: Governance in Family Firms
		528	MT:Marquis - Salon III	SHCS: Cumulative Innovation
_	10:40am	566	MT:Tigris & Danube	JS: Resisting the Frame
		592	HR:Regency VI - Table B1	IP: Knowledge Capabilities
		593	HR:Regency VI - Table B2	IP: Network Structure: Density, Size, Heterogeneity
		594	HR:Regency VI - Table B3	IP: Social Capital in Networks
		597	HR:Regency VII - Table C2	IP: Workplace Deviant Behavior
		599	HR:Regency VII - Table C4	IP: Impact of IT
		601	HI:Grand Salon A	SHCS: Lessons from OD Luminaries
		617	HI:Grand Salon D	SHCS: Leadership and Organizational Learning
		627	MT:International 2	Roles of Power & Politics
		628	MT:International 3	Interface research & practice
		629	MT:International 4	Adaptation in Institutions
		630	MT:International A	Relating Networks and Interorganizational Ties
		631	MT:International B	The Strategic Nature of Learning and Routines
		632	MT:International C	Power and Politics in Top Management Teams
_	12:20pm	661	MT:Cluster 3 - Sydney	JS: Stakeholders in OMT & Strategy
	•	662	MT:Marquis - Salon III	SHCS: Dynamic Models of Competition
		663	MT:Marquis - Salon I	SHCS: Evolution of Practices in MC
		670	HI:Grand Salon C	SHCS: The Discursive Turn: So What?
		691	MT:Cluster 1 - Amsterdam	JS: Cronyism
		693	HR:Regency V - Table A2	IP: Trust, Reputation and Interfirm Collaboration
		695	HR:Regency V - Table A4	IP: Intra-Organizational Learning Systems
		696	HR:Regency VI - Table B1	IP: Organizational Effectiveness
		698	HR:Regency VI - Table B3	IP: Organization Learning
		699	HR:Regency VI - Table B4	IP: Commitment
		701	HR:Regency VII - Table C2	IP: Institutional Foundations of Isomorphism
		701 725	MT:International 2	Structure & Strategy Theory
		725 726	MT:International 3	•••
		726 727		Understanding What Makes Organizations Legitimate
		721 728	MT:International 4	Unpacking the Process of Institutionalization
			MT:International A	Networks, Trust, Evolution
		729 720	MT:International B	Learning, Routines, Innovation
		730 731	MT:International C	The Dynamics of Industry Evolution SHCS: The Pacing & Sequencing of Organizational Change
		/31	HI:Grand Salon D	

Day	Start	#	Location	Session Information
Mon	2:30pm	779	HI:Gwinnett	JS: Culture, Change & Performance
		790	HR:Regency V - Table A1	IP: Managerial Human Capital
		794	HR:Regency VI - Table B1	IP: The Sources and Consequences of (De)Legitimacy
		801	HR:Regency VII - Table C4	IP: Emergence in Systems Dynamics
		831	MT:International 2	Leadership Connections within Organizations
		832	MT:International 4	Institutional Processes
		833	MT:International A	Networks and Communities of Practice
		834	MT:International B	The Evolution of Learning in Organizations
		835	MT:International C	Evolution and Adaptation
		836	MT:Marquis Salon IV - OMT 1	Leadership and Perception Management [®]
		837	MT:Marquis - Salon II	SHCS: Heterogeneity & Institution Theory
		838	MT:International 3	JS: Concepts and Theories in B&S
_	4:10pm	885	HR:Regency VI - Table B1	IP: Strategic Choices in the Context of Legitimation
	·	886	HR:Regency VI - Table B2	IP: Diffusion of Organizational Norms
		887	HR:Regency VI - Table B4	IP: The Road to Developing Shared Meanings
		890	HR:Regency VII - Table C3	IP: Control Across Temporary Organizational Boundaries
		910	MT:International 2	Social Capital & Comm of Pract
		911	MT:International 3	Issues in Governance and Ownership
		912	MT:International 4	The Cognitive Underpinnings of Institutions
		913	MT:International A	Networks Inside and Around Communities
		914	MT:International B	
				Diffusion Processes in Organizations
_	5:20nm	915	MT:International C	E-squared: Ecology and Evolution
_	5:30pm	936	MT:International 3	OMT Artifact and Business Meeting
T	6:15pm	945	MT:International 3	OMT Social Hour
Tue	8:30am	977	MT:Cluster 3 - Bonn	JS: Higher Order Dynamic Capability
		978	MT:Marquis - Salon II	SHCS: Experience and Org Learning
		1011	HR:Regency V - Table A4	IP: Post-Merger Implementation
		1015	HR:Regency VI - Table B4	IP: Innovation Capability and Technology Adaptation
		1027	MT:Imperial - Consulate	SHCS: Team Creativity
		1036	HI:Grand Salon B	SHCS: Cognition and networks
		1037	HR:Piedmont	JS: The Role of Feedback In Learning
		1041	MT:Marquis - Salon III	SHCS: Online Community Design
		1048	MT:International 3	Organizational Structure and Design
		1049	MT:International 4	Institutions in Organizational Fields
		1050	MT:International B	Culture Around the Globe
		1051	MT:International C	The Strategy of Organizational Change
		1052	MT:International 2	JS: Myths We Live By
		1053	MT:International A	JS: Leadership in Emergent Events
		1063	MT:Cluster 5 - Shangri-La	JS: Organizing Visions
	10:30am	1086	MT:Cluster 3 - Sydney	JS: The Ritual of Strategy Making
		1087	MT:Marquis - Salon II	SHCS: Architecture of Capabilities
		1102	HR:Hong Kong	JS: Recruiting a Diverse Workforce
		1118	HR:Regency V - Table A3	IP: Absorptive Capacity and Organizational Learning
		1120	HR:Regency VI - Table B1	IP: Flexible Organizations
		1121	HR:Regency VI - Table B2	IP: Agency and Strategy
		1125	HR:Regency VII - Table C2	IP: CEO Turnover: Antecedents and Consequences
		1126	HR:Regency VII - Table C3	IP: Applications of Resource Dependence Theory
		1148	HI:Grand Salon D	SHCS: New Directions in Team Leadership Research
		1161	MT:International 2	Knowledge Management and Strategy
		1162	MT:International 3	Evolution and Legitimacy in Organizational Fields
		1162	MT:International 4	Emerging Issues in Organizational Design
		1164	MT:International A	Social Side of Innovation
		1165	MT:International B	Embeddedness of Work
		1166	MT:International C	Rhetoric and Change
		1167	MT:Marquis Salon IV - OMT 1	Issues in Strategy and Trust ◎
		1168	MT:Marquis Salon IV - OMT 2	Studying Networks in Organizations 🍩

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Day	Start	#	Location	Session Information
Tue	2:30pm	1229	HR:Regency VI - Table B2	IP: Critical Approaches to Theory Development
		1236	HR:Montreal	JS: Knowledge-based Adaptation
		1242	MT:Imperial - Summit	JS: Exploring the role of emotion in leadership
		1260	MT:International 2	Relational Aspects of Knlg Mgt
		1261	MT:International 4	Organizational Ties &Trust
		1262	MT:International A	Innovation and Creativity
		1263	MT:International B	Employment Relations
		1264	MT:International C	Radical Organizational Change
		1265	MT:Marquis Salon IV - OMT 1	Thinking About Institutions @
		1266	MT:Marquis Salon IV - OMT 2	Studies of Organization Design and Evolution
		1267	MT:International 3	JS: The Dark Side of Organizations
		1268	HI:Grand Salon B	SHCS: Making the Impossible Possible
	4:10pm	1313	HR:Regency V - Table A3	IP: Strategy Process
		1336	HR:Manila	JS: Information Sharing In Teams
		1344	MT:International 4	The Dynamics of Interorganizational Ties
		1345	MT:International A	Effects on Innovation
		1346	MT:International B	Issues in Work and Employment Relations
		1347	MT:International C	Cognition and Change
		1348	MT:International 2	JS: Dot Com Entrepreneurship
		1349	MT:International 3	JS: Shaping Firm Boundaries
Wed	8:30am	1416	HR:Hanover E	JS: Organizational Artifacts
		1417	HR:Vinings	JS: Leadership During Crisis
		1425	MT:International 2	Organizational Fields
		1426	MT:International 3	Explicating Organizational Trust and Distrust
		1427	MT:International 4	Effects on Decision Making
		1428	MT:International A	Networks and Clusters in Industrial Districts
		1429	MT:International B	Organizational Identity
		1430	MT:International C	The Evolution of Leadership in Organizations

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Organization Development & Change

Program Chair: Michael R Manning, New Mexico State U Professional Development Workshop Chair: Frank J Barrett, Naval Postgraduate School

Day	Start	#	Location	Session Information
Fri	1:00pm	10	HR:Kennesaw	SPDW: Integral Diversity Leadership
		12	HR:Vinings	SPDW: Exploring Global Consulting
		13	HR:Inman	SPDW: Making Strategy Happen
		14	MT:Trinidad & Madrid	SPDW: New Age Ldrshp Dev Framework
		16	HI:Club Room	SPDW: Cultural Due Diligence
	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
	2:00pm	25	HI:Crystal Ballroom A & F	SPDW: Knowledge/Action Doctoral 1
_	4:00pm	38	HR:Inman	SPDW: Working with Multiple Perspectives on Change
	6:00pm	53	MT:International 8	SPDW: OMT/ODC/MOC Doctoral Students Consortium
Sat	8:00am	86	MT:International 8	SPDW: OMT/ODC/MOC Doctoral Students Consortium
		87	HI:DeKalb	SPDW: Sustainability And Humanities
		88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	8:30am	100	HR:Montreal	SPDW: Consulting & Family Succession
		103	MT:Cluster 3 - Bonn	SPDW: Process Research Workshop I: A Spectrum of Methods
	9:00am	118	MT:International 9	SPDW: Positive Org. Scholarship
_		120	MT:Cluster 5 - Shangri-La	SPDW: Social Constructionism
	9:30am	126	HR:Roswell	SPDW: What We Need to Know about Ethics and Leadership
_	9:45am	129	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Cooperation
_	10:00am	132	HR:Techwood	SPDW: Classroom As Organization
		134	MT:International A	SPDW: Are You Ready?
	11:30am	148	HR:Roswell	SPDW: Leadership Emotions
	1:00pm	175	HR:Inman	SPDW: Virtual Global R&D Teams
		179	HI:Washington	SPDW: Values and Ethics in Human System Development
		187	MT:Cluster 3 - Bonn	SPDW: Process Research Methods II
	1:30pm	192	HR:Roswell	SPDW: Senior Scholars Session
		193	HR:University	SPDW: Leadership of Networks and Alliances
	2:00pm	198	HI:DeKalb	Socio-Econ Evaluation of OD
		199	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response
	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
	3:30pm	213	HR:Spring	SPDW: Leading In Higher Education
Sun	7:30am	248	HR:Hanover F	SPDW: Building Healthy Companies
	8:00am	263	HR:Roswell	SPDW: Build and Understand Your Own Teaching Philosophy
		265	HR:Hanover C	SPDW: Ask the Editors Breakfast
		267	HR:University	SPDW: Systemic Leadership Approaches
		269	HI:Paulding	SPDW: ODC As An Academic Discipline
_	8:30am	291	HR:Hanover C	SPDW: Joint Editor`s Panel
_	9:00am	305	HI:Directors Room	SPDW: Political Savvy in Organizational Politics
		309	HI:Embassy Room	SPDW: Co-Producing Knowledge
_	9:30am	315	MT:Cluster 4 - McKenzie	SPDW: Bringing External Innovation Inside
_	10:00am	323	HI:Roosevelt	SPDW: Doing Critical Applied Research
		335	HR:Hanover G	SPDW: Macro OB/OMT Journals
		336	HI:Grand Salon A	SPDW: High Impact Change Exercises
		339	MT:International 9	SPDW: Editor's Panel II: OMT/ODC/MOC
Mon	8:00am	440	HI:Jackson	ODC Welcome and Breakfast
_	8:30am	487	HR:Regency VI - Table B2	IP: Group and Individual Sensemaking
		492	HR:Regency VII - Table C3	IP: Knowledge Creation
		493	HR:Regency VII - Table C4	IP: Job Embeddedness and Turnover
		511	HI:Carter	Organizational Responses to Change
		512	HI:Jackson	ODC Theme Session

Day	Start	#	Location	Session Information
lon	10:40am	593	HR:Regency VI - Table B2	IP: Network Structure: Density, Size, Heterogeneity
		601	HI:Grand Salon A	SHCS: Lessons from OD Luminaries
		621	HI:Board & Directors - ODC 1	Barriers to Change [™]
		622	HI:Carter	Applying and Developing Change Models
		623	HI:Jackson	Teams, Learning and Effectiveness
		624	HR:Montreal	JS: Global and Strategic OD
_	12:20pm	693	HR:Regency V - Table A2	IP: Trust, Reputation and Interfirm Collaboration
		699	HR:Regency VI - Table B4	IP: Commitment
		706	HI:Grand Salon A	SHCS: New Forms of OD Consulting
		721	HI:Carter	Coaching & Mentoring Change
		722	HI:Jackson	Successful Change in Professional Bureaucracies
		731	HI:Grand Salon D	SHCS: The Pacing & Sequencing of Organizational Change
_	2:30pm	779	HI:Gwinnett	JS: Culture, Change & Performance
		804	HR:Vancouver	JS: Collaborative Research
		810	HI:Grand Salon E	SHCS: Where's The Reflection in Action Learning?
		827	HI:Carter	ODC Past & Future
		828	HI:Jackson	ODC Teaching and Training
		829	HI:Grand Salon D	SHCS: Business as Mutual Benefit
_	4:10pm	881	HR:Regency V - Table A1	IP: Sources and Consequence of Organizational Identity
	·	883	HR:Regency V - Table A3	IP: Hope, Optimism and Self-Regulation
		888	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations
		891	HR:Regency VII - Table C4	IP: Organizational Innovation
		907	HI:Jackson	Talent Management
		908	HI:Carter	JS: The Future of OD
Tue	8:30am	1008	HR:Regency V - Table A1	IP: Decline: Context, Causes and Consequences
		1011	HR:Regency V - Table A4	IP: Post-Merger Implementation
		1014	HR:Regency VI - Table B3	IP: Critical Issues in Workplace Accommodation
		1042	HI:Carter	Innovation & Change
		1043	HI:DeKalb	Organizational Learning and Change
		1044	HI:Jackson	Decision Making for Strategic Change
		1045	HI:Grand Salon E	SHCS: Design Sciences and Consulting
_	10:30am	1152	HI:Board & Directors - ODC 1	Change Agents ®
		1153	HI:Board & Directors - ODC 2	Change Implementations ®
		1154	HI:Board & Directors - ODC 3	Transformations: Managing Large-scale Change
		1155	HI:Carter	New Directions in ODC
		1156	HI:DeKalb	Understanding, Energizing, and Sharing Change
		1157	HI:Jackson	Interorganizational Collaboration
_	0.20	1158	HI:Grand Salon A	SHCS: Discourse Perspectives on Organizational Change
	2:30pm	1256	HI:Carter	Commitment and Resistance
_	4.40	1257	HI:Jackson	Measurement & Modeling Issues in ODC
	4:10pm	1311	HR:Regency V - Table A1	IP: Social Capital Impact on Leadership Potential
_		1341	HI:Jackson	Distinguished Speaker
_	5:30pm	1368	HI:Jackson	ODC Awards & Business Meeting
	6:30pm	1378	HI:Pool Deck	ODC Social
Ned	8:30am	1422	HI:Carter	Trust, Norms, and Organizational Identity
		1423	HI:Jackson	OD &Professional Organizations
_	10:40am	1487	HI:Carter	Organizational Culture Change Processes
			HI:Jackson	In-Depth Case Studies in Change

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Day	Start	#	Location	Session Information
Fri	1:00pm	18	MT:International A	SPDW: Professions In Org. Life
_	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
-	3:00pm	32	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
	6:00pm	49	HR:Hanover C	OB Junior Faculty Consortium - Reception
		50	HR:Hanover D	OB PhD Reception
-	6:30pm	54	HR:Hanover C	OB Junior Faculty Dinner
-	7:30pm	58	HR:Hanover C	OB Jr Faculty-High Impact Research
Sat	8:00am	74	HR:Lenox	SPDW: Racioethnic Scholarship
		82	HR:Hanover C	OB Doctoral Consortium
		83	HR:Vinings	OB Jr Faculty-Research Project
		91	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
-	8:30am	102	MT:International 4	SPDW: Advanced Social Networks
		103	MT:Cluster 3 - Bonn	SPDW: Process Research Workshop I: A Spectrum of Methods
_	9:00am	110	HR:Singapore	SPDW: HR/OB/ENT Research Incubator
		118	MT:International 9	SPDW: Positive Org. Scholarship
		121	MT:Imperial - Summit	SPDW: Multilevel Constructs & Theory
_	9:30am	125	HR:University	SPDW: Time and Process
		126	HR:Roswell	SPDW: What We Need to Know about Ethics and Leadership
-	11:30am	148	HR:Roswell	SPDW: Leadership Emotions
_	12:00pm	156	HR:Vinings	OB Junior Faculty Consortium - Lunch
_	1:00pm	169	HR:Hanover A	SPDW: Junior Faculty Consortium (HR Division)
		178	HR:Vinings	OB Jr Faculty-Small Group 2
		186	MT:Cluster 5 - South Hampton	SPDW: Latent Growth Modeling
		187	MT:Cluster 3 - Bonn	SPDW: Process Research Methods II
_	1:30pm	192	HR:Roswell	SPDW: Senior Scholars Session
		193	HR:University	SPDW: Leadership of Networks and Alliances
_		195	MT:Cluster 3 - London	SPDW: Hierarchical Linear Modeling
	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
	3:30pm	213	HR:Spring	SPDW: Leading In Higher Education
_	5:00pm	227	HR:International Ballroom	SPDW: Joint OB/HR Reception
_	6:00pm	240	HR:International Ballroom	New Member and Reviewer Reception
Sun	8:00am	265	HR:Hanover C	SPDW: Ask the Editors Breakfast
		266	HR:Singapore	SPDW: Dissertation Self-Leadership
		267	HR:University	SPDW: Systemic Leadership Approaches
_	8:30am	287	HR:Hanover A	SPDW: Junior Faculty Consortium (HR Division)
		290	MT:Rhine & Savoy	SPDW: Learning about Resilience
		291	HR:Hanover C	SPDW: Joint Editor`s Panel
_	9:00am	304	MT:International B	SPDW: Cmplexity,Leadership&NatSecMgt
_	9:30am	317	HR:Montreal	International Perspectives of Leadership
		318	HR:Cairo	SPDW: Eminent Senior Scholars
_	10:00am	328	HR:Piedmont	SPDW: Work-Family As Leadership
		333	HR:Hong Kong	SPDW: The 14th Annual Craft Of Reviewing Workshop
		334	HR:Hanover C	SPDW: Ask the OB/HR Editors Panel
		335	HR:Hanover G	SPDW: Macro OB/OMT Journals
		341	HI:Council Room	SPDW: Offshoring and Global Labor
_	6:00pm	426	MT:Copenhagen & Stockholm	State of Knowledge in Leadership: Reception

Day	Start	#	Location	Session Information
Vion	8:20am	441	HR:Inman	JS: Work-Family Decision-Making
	8:30am	462	HI:Grand Salon C	SHCS: Justice&Management Constructs
		463	HI:Grand Salon A	SHCS: Analyzing Dyad & Group Data
		471	HR:Kennesaw	JS: Managing Across Difference
		475	HR:Manila	JS: Moderators of Goal Orientation
		484	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		492	HR:Regency VII - Table C3	IP: Knowledge Creation
		493	HR:Regency VII - Table C4	IP: Job Embeddedness and Turnover
		500	MT:Imperial - Summit	JS: Organizing with Self-Awareness
		502	HR:Hanover E	Emotion Regulation at Work
		503	HR:Hanover G	Leadership and Fairness
		504	HR:Piedmont	Organizational Reward Systems
		505	HR:Roswell	Developing Person-Organization Fit
		506	HR:Vinings	JS: Group Diversity
		507	HR:Hanover D	JS: New Insights into LMX theory
		522	MT:Rhine & Savoy	JS: Self-report Measurement Issues
	10:30am	541	HR:Chicago A	International Lounge
	10:40am	589	HR:Regency V - Table A2	IP: Burnout and Work/Life Balance
		590	HR:Regency V - Table A3	IP: Financial Incentives as Motivators?
		597	HR:Regency VII - Table C2	IP: Workplace Deviant Behavior
		599	HR:Regency VII - Table C4	IP: Impact of IT
		610	HR:Hanover E	Toward a General Theory of Proactive Behavior
		611	HR:Hanover G	Leadership and Emotions
		612	HR:Piedmont	Individual Performance in Groups
		613	HR:Roswell	Cross-Cultural Effects on Justice and Trust
		614	HR:Vinings	Psychological Contract Fulfillment and Violation
		615	MT:Marquis - Salon III	SHCS: Membership and Status Motives
		616	HR:Hanover D	JS: Norm Misperception
		617	HI:Grand Salon D	SHCS: Leadership and Organizational Learning
		618	HI:Grand Salon C	SHCS: Ethics and Social Exchange
_	12:20pm	667	HR:Hanover C	JS: Administrative Responses to Injustice
	·	677	HI:Grand Salon E	SHCS: Sexual Orientation at Work
		678	HR:Kennesaw	JS: Workplace Diversity
		684	HI:Grand Salon B	SHCS: International Assignments
		694	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		699	HR:Regency VI - Table B4	IP: Commitment
		702	HR:Regency VII - Table C3	IP: TMT and Organization Design
		703	HR:Regency VII - Table C4	IP: Construct Development
		713	HR:Hanover G	Leader-Member Relationships
		714	HR:Piedmont	Goals and Goal Orientations
		715	HR:Roswell	Trust in Interpersonal Relationships
		713 716	HR:Vinings	Qualitative Studies:Leadership
		717	HR:Hanover D	JS: Asymmetric Group Processes: Roots and Implications
		717	HR:Hanover E	JS: Exploring public arenas

Daii	Ctout	#	Lagation	Cassian Information
<u>Day</u> Mon	Start 2:30pm	# 761	Location MT:International 8	Session Information JS: Sports & Organization Dynamics
WOII	2.50pm	761 789	HI:Grand Salon C	, ,
				SHCS: Culture and Leadership
		791	HR:Regency V - Table A2	IP: Leader Differences
		792	HR:Regency V - Table A3	IP: Leadership: Theoretical Directions
		793	HR:Regency V - Table A4	IP: Board Structure and Role in Value Creation
		798	HR:Regency VII - Table C1	IP: Explorations of New Leadership Models
		800	HR:Regency VII - Table C3	IP: Organizational Justice
		815	MT:Imperial - Summit	JS: Team Cognition Research
		817	HR:Hanover G	Organizational Effects on OCBs
		818	HR:Piedmont	Group Effectiveness
		819	HR:Roswell	Social Network Effects on Individual Outcomes
		820	HR:Vinings	Motivation in Groups and Organizations
		821	HR:Hanover D	JS: Socialization and Deviance
		822	HI:Grand Salon B	SHCS: Does Others' Justice Matter?
		823	HR:Hanover E	JS: Executive Leadership
_		824	HI:Grand Salon A	SHCS: Conflicting Emotions
	4:10pm	864	HR:Hanover C	JS: Forgiving Workplace Offenses
		881	HR:Regency V - Table A1	IP: Sources and Consequence of Organizational Identity
		882	HR:Regency V - Table A2	IP: (In)Out Groups and Territoriality
		883	HR:Regency V - Table A3	IP: Hope, Optimism and Self-Regulation
		887	HR:Regency VI - Table B4	IP: The Road to Developing Shared Meanings
		899	HR:Hanover E	Stress and Coping
		900	HR:Hanover G	International Leadership
		901	HR:Piedmont	Group Dynamics
		902	HR:Roswell	Justice in Group and Organizational Contexts
		903	HR:University	Innovation and Creativity
_		904	HR:Vinings	Managing Stress and Burnout
		905	HR:Hanover D	JS: OCBs: Beyond social exchanges
	6:30pm	948	HR:Centennial III & IV	OB Division Awards and Celebration / Social Hour
Tue	8:30am	983	HR:Hanover C	JS: Status and Power in Groups
		1007	HI:Grand Salon C	SHCS: Multicultural Teams
		1012	HR:Regency VI - Table B1	IP: Contingency Theory
		1016	HR:Regency VII - Table C1	IP: Theoretical Issues in Construct Measurement
		1026	HI:Grand Salon D	SHCS: Enabling professional identity
		1027	MT:Imperial - Consulate	SHCS: Team Creativity
		1029	HR:Hanover E	Leader personality and context
		1030	HR:Lenox	Justice and OCBs
		1031	HR:Roswell	Big 5 Personality Effects
		1032	HR:University	Predicting and Managing Work-Family Conflict
		1033	HR:Vinings	Member-Team Relationships
		1034	HR:Hanover D	JS: Socialization Boundaries
		1035	HR:Manila	JS: Evaluating Leader Development
		1036	HI:Grand Salon B	SHCS: Cognition and networks
		1037	HR:Piedmont	JS: The Role of Feedback In Learning
		1041	MT:Marquis - Salon III	SHCS: Online Community Design
		1053	MT:International A	JS: Leadership in Emergent Events
_	8:40am	1064	MT:Rhine & Savoy	JS: Leadership Predictors
_	9:00am	1073	HR:Hanover G	Lifetime Achievement Award

Day	Start	#	Location	Session Information
Tue	10:30am	1117	HR:Regency V - Table A2	IP: Ethical Behavior
		1123	HR:Regency VI - Table B4	IP: Multinationality & Performance
		1124	HR:Regency VII - Table C1	IP: Member Roles in Effective Teams
		1126	HR:Regency VII - Table C3	IP: Applications of Resource Dependence Theory
		1135	HI:Grand Salon C	SHCS: Managerial Intuition
		1137	HR:Chicago A	International Lounge
		1138	HR:Hanover E	Virtual Team Leadership
		1139	HR:Hanover G	Conflict in Groups and Organizations
		1140	HR:Lenox	OCBs in the supervisory dyad
		1141	HR:Manila	Leadership and Performance
		1142	HR:Piedmont	Power and Politics
		1143	HR:Roswell	Deviant and Antisocial Behavior
		1144	HR:University	Non-Traditional Work Arrangements
		1145	HR:Vinings	Diversity in Organizations
		1146	HR:Hanover D	JS: Examining Rater Agreement
		1147	HI:Grand Salon B	SHCS: When Work is a Calling
_		1148	HI:Grand Salon D	SHCS: New Directions in Team Leadership Research
	2:30pm	1204	HI:Grand Salon E	SHCS: Social Psychological Outcomes
		1218	HI:Grand Salon C	SHCS: Psychological Contracts
		1223	MT:Cluster 1 - Amsterdam	JS: Intl Research Collaboration
		1227	HR:Regency V - Table A4	IP: Applications of Social Exchange Theory
		1233	HR:Regency VII - Table C2	IP: Deviance and Hostile Work Environments
		1234	HR:Regency VII - Table C3	IP: Self-Regulation and Job Performance
		1235	HR:Regency VII - Table C4	IP: Managing Connectedness Risk in Organizations
		1242	MT:Imperial - Summit	JS: Exploring the role of emotion in leadership
		1244	HR:Hanover E	Charismatic Leadership
		1245	HR:Hanover G	The Development of Social Networks
		1246	HR:Lenox	Personal Characteristics & OCB
		1247	HR:Manila	Psychological Contracts
		1248	HR:Piedmont	The Emergence and Development of Leaders
		1249	HR:Roswell	Motivation through Communication and Feedback
		1250	HR:University	Leadership Effects on Creativity
		1251	HR:Vinings	Group and Organizational Climates
		1252	HR:Hanover D	JS: Emotion Regulation/Perception
		1268	HI:Grand Salon B	SHCS: Making the Impossible Possible
_	4:10pm	1295	HR:Hanover C	JS: Jockeying for Position
		1302	HR:Inman	JS: Workplace Discrimination
		1311	HR:Regency V - Table A1	IP: Social Capital Impact on Leadership Potential
		1329	HR:Hanover E	Prosocial Motivation
		1330	HR:Hanover G	Leadership and Participation
		1331	HR:Lenox	Decision-Making in Organizations
		1332	HR:Roswell	The Role of Values in Leadership
		1333	HR:University	Trusting Supervisors and Leaders
		1334	HR:Hanover D	JS: Emotion in Groups
		1335	HR:Vinings	JS: Shared Mental Models, Team Processes and Outcomes
		1336	HR:Manila	JS: Information Sharing In Teams
		1337	HR:Piedmont	JS: Emotional Intelligence

Organizational Behavior

Day	Start	#	Location	Session Information
Ned	8:20am	1386	HR:Cairo	JS: Problems with Mentoring
_	8:30am	1406	HR:Techwood	JS: Mentoring and Coaching
		1410	HR:Hanover G	Understanding Transformational Leadership
		1411	HR:Lenox	Turnover and Absenteeism
		1412	HR:Roswell	Group Composition
		1413	HR:University	Managing Organizational Change
		1414	HR:Vancouver	Understanding Employee Turnover
		1415	HR:Hanover D	JS: Ethics and Workplace Deviance
		1416	HR:Hanover E	JS: Organizational Artifacts
		1417	HR:Vinings	JS: Leadership During Crisis
		1418	HR:Manila	JS: Dynamic Process and Well-Being
		1419	HR:Piedmont	JS: Promoting Systematic Reviewing
		1434	HI:Crystal Ballroom B & E	JS: Business Ethics in Film
	10:40am	1454	HR:Hanover C	JS: Nomological Network of Justice
		1476	HR:Hanover E	Managing the Work-NonWork Boundary
		1477	HR:Hanover G	Emotions in Organizations
		1478	HR:Lenox	Employee Voice and Participation
		1479	HR:Manila	Antecedents of Job Satisfaction and Workaholism
		1480	HR:Piedmont	Value Congruence
		1481	HR:Roswell	Emotional Contagion Effects
		1482	HR:University	Organizational Ties
		1483	HR:Vancouver	Organizational Identification
		1484	HR:Vinings	Roles and Relationships

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Organizational Communication & Information Systems

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Day	Start	#	Location	Session Information
Fri	1:30pm	24	MT:International 10	SPDW: Academic Unit Head Workshop
_	6:00pm	51	MT:Imperial - Consulate	OCIS Doctoral Consortium
Sat _	8:00am	92	MT:Cluster 1 - Copenhagen	SPDW: Scientist And Educator
	9:00am	107	MT:International 1	SPDW: Digital Transformations
		115	MT:Imperial - Consulate	OCIS Doctoral Consortium
		116	MT:Rhine & Savoy	Junior Faculty Consortium
_	12:00pm	157	MT:Marquis - Salon IV	Luncheon for OCIS Jr. Fac and Doctoral Students
_	1:00pm	175	HR:Inman	SPDW: Virtual Global R&D Teams
_	2:00pm	199	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response
_	5:30pm	234	MT:Marquis - Salon IV	Welcome Reception
Sun	8:00am	268	MT:Champagne	SPDW: International Networking
_	8:20am	280	MT:International A	SPDW: OSS Research Devept. Workshop
_	10:00am	344	MT:International A	SPDW: OSS : Bridging Perspectives
_	10:10am	345	MT:Champagne	OCIS International Paper Development Workshop
_	5:00pm	422	MT:International 5	OCIS Executive Meeting
lon	8:00am	439	MT:International 5	OCIS Welcome
_	8:30am	508	MT:International 1	Cases of IS Implementation I
		509	MT:International 5	Knowledge Creation and Ownership
		510	HI:Grand Salon D	SHCS: Situated Practice in Online Communities
_	10:40am	588	HR:Regency V - Table A1	IP: Knowledge Diffusion in Organization Learning
		591	HR:Regency V - Table A4	IP: Organization and Climate Impacts on Innovation
		596	HR:Regency VII - Table C1	IP: The Role of Social Ties in Knowledge Creation
		597	HR:Regency VII - Table C2	IP: Workplace Deviant Behavior
		599	HR:Regency VII - Table C4	IP: Impact of IT
		619	MT:International 1	Cases of IS Implementation II
		620	MT:International 5	Knowledge Sharing
_	12:20pm	694	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		695	HR:Regency V - Table A4	IP: Intra-Organizational Learning Systems
		719	MT:International 1	Comm, IT & Structuring
		720	MT:International 5	Taking Culture Seriously
_	2:30pm	796	HR:Regency VI - Table B3	IP: Team Effectiveness
		798	HR:Regency VII - Table C1	IP: Explorations of New Leadership Models
		825	MT:International 1	Multiple Perspectives on ERP Implementations
		826	MT:International 5	Social Networks in Knowledge Work
_	4:10pm	888	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations
		890	HR:Regency VII - Table C3	IP: Control Across Temporary Organizational Boundaries
		906	MT:International 1	OCIS Keynote: Collaboration In Adversity
_	5:30pm	935	MT:International 1	OCIS Business Meeting
_	6:30pm	949	MT:Marquis - Salon IV	OCIS Social Hour
		950	MT:Marquis Salon IV - OCIS	OCIS Visual Papers [®]
Tue	8:30am	1009	HR:Regency V - Table A2	IP: Culture and Organization
		1013	HR:Regency VI - Table B2	IP: A Resource Based Definition of the Firm?
		1038	MT:Cluster 2 - Magnolia	Distributed Cognition
		1039	MT:International 1	E-Commerce
		1040	MT:International 5	RFID and Interorganizational Systems
		1041	MT:Marquis - Salon III	SHCS: Online Community Design
		1063	MT:Cluster 5 - Shangri-La	JS: Organizing Visions

Day	Start	#	Location	Session Information
Tue	10:30am	1120	HR:Regency VI - Table B1	IP: Flexible Organizations
		1127	HR:Regency VII - Table C4	IP: National Institutions
		1148	HI:Grand Salon D	SHCS: New Directions in Team Leadership Research
		1149	MT:Cluster 2 - Magnolia	Virtual Teams & Virtual Work
		1150	MT:International 1	Ubiquitous Media
		1151	MT:International 5	IT Architecture and Organizational Flexibility
		1158	HI:Grand Salon A	SHCS: Discourse Perspectives on Organizational Change
_	2:30pm	1227	HR:Regency V - Table A4	IP: Applications of Social Exchange Theory
		1233	HR:Regency VII - Table C2	IP: Deviance and Hostile Work Environments
		1235	HR:Regency VII - Table C4	IP: Managing Connectedness Risk in Organizations
		1253	MT:Cluster 2 - Magnolia	Online Communities
		1254	MT:International 1	Media and Communication
		1255	MT:International 5	Studies on IT Usage
-	4:10pm	1338	MT:Cluster 2 - Magnolia	IT Innovation Research
		1339	MT:International 1	Knowledge Issues in IS Development
		1340	MT:International 5	IT Adoption & Avoidance
_	6:00pm	1374	MT:International 5	OCIS Informal Social Event: Sun Dial Bar & View
Wed	8:30am	1420	MT:International 1	Part. Mgmt & Shared Leadership
		1421	MT:International 5	IT Career Issues
_	10:40am	1485	MT:International 1	IT and the Representation of Events, Work and Self
		1486	MT:International 5	JS: Managing User Communities

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Organizations & the Natural Environment

Program Chair: Alfred Allen Marcus, U. of Minnesota Professional Development Workshop Chair: Irene Henriques, York U.

Day	Start	#	Location	Session Information
Fri	1:00pm	19	HI:Carter	SPDW: Teaching Sustainability
_	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
_	3:00pm	30	HI:DeKalb	SPDW: Social Enterprise Networks
Sat	8:00am	87	HI:DeKalb	SPDW: Sustainability And Humanities
		88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	9:00am	121	MT:Imperial - Summit	SPDW: Multilevel Constructs & Theory
	10:00am	132	HR:Techwood	SPDW: Classroom As Organization
		136	HI:Jefferson	SPDW: Service Learning
	12:30pm	160	HI:DeKalb	Sustainable Organizations
_	2:00pm	202	HI:Council/Cabinet Room	SPDW: PCB cleanup: Stakeholder Roles
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
_	4:30pm	226	HI:Council/Cabinet Room	ONE Ph.D. Student/New Faculty Consortium
_	6:00pm	241	HI:Crystal Ballroom B & E	ONE Welcome Reception
Sun	8:00am	276	HI:Douglas	SPDW: Teach Sus Dev Across Cultures
_	10:00am	327	MT:Cluster 3 - State	SPDW: Sustainable Entrepreneurship
		330	HR:Inman	SPDW: Comparing Mgt Ed Journals
_	10:30am	358	HI:Cabinet Room	Past, Present, And Future Of The ONE Group
Mon	8:30am	520	HI:Madison	Strategy and the Natural Environment
_	10:40am	633	HI:Board & Directors - ONE	Visual: Strategies for Sustainable Development [™]
		634	HI:Madison	Stakeholders and the Natural Environment
_	2:30pm	795	HR:Regency VI - Table B2	IP: Political Strategy
		829	HI:Grand Salon D	SHCS: Business as Mutual Benefit
_	4:10pm	916	HI:Madison	Performance and the Natural Environment
Tue	8:30am	1009	HR:Regency V - Table A2	IP: Culture and Organization
		1054	HI:Madison	Environmental Management Models
_	10:30am	1169	HI:Madison	Pressures for Environmental Change
_	2:30pm	1224	HR:Regency V - Table A1	IP: Institutional Constraints
		1269	HI:Madison	NEW OB/ONE RESEARCH
_	4:10pm	1350	HI:Madison	Environmental Vision and Practice
	5: 30pm	1369	HI:Madison	ONE Business Meeting
_	7:00pm	1382	HI:Madison	ONE Social

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Public & Nonprofit

Program Chair: Bradley E Wright, U. of North Carolina, Charlotte Professional Development Workshop Chair: Stephen T.T. Teo, U. of Technology, Sydney

Day	Start	#	Location	Session Information
Fri	1:00pm	20	HI:Directors Room	Utilizing SSPMX for Management
_	2:00pm	26	HI:Paulding	SPDW: Teaching Indigenous Management
_	3:00pm	31	HI:Directors Room	SPDW: Performance, Leadership, Chang
Sat	8:00am	88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
_	9:30am	127	HI:Directors Room	SPDW: Gov. In Public & Nonprofit
_	10:00am	137	HI:Washington	SPDW: Doing Research In Government
_	1:00pm	164	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia
		181	HI:Crystal Ballroom B & E	Nonprofit Research Resources
		182	HI:Directors Room	PNP Doctoral Student Consortium
_	2:00pm	199	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response
		202	HI:Council/Cabinet Room	SPDW: PCB cleanup: Stakeholder Roles
	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
Sun	8:00am	276	HI:Douglas	SPDW: Teach Sus Dev Across Cultures
_	9:00am	307	HI:Crystal Ballroom A & F	PNP Doctoral Student Consortium
		308	HI:Crystal Ballroom B & E	PNP Junior Faculty Consortium
		309	HI:Embassy Room	SPDW: Co-Producing Knowledge
_	9:30am	320	HI:Monroe	SPDW: Giving Research Feedback To Industry Partners
Mon	8:30am	488	HR:Regency VI - Table B3	IP: Organizational Learning in Strategic Alliances
		521	HI:Douglas	PNP Organizational Commitment
	9:00am	537	HI:Monroe	Issues in Nonprofit Governance
	10:40am	635	HI:Douglas	Perspectives on New Public Mgt
_		636	HI:Monroe	Nonprofit Organization: Markets & Identity
	12:20pm	718	HR:Hanover E	JS: Exploring public arenas
		732	HI:Douglas	Public Performance Measurement
_		733	HI:Monroe	Issues in Local Government
	2:30pm	777	HR:Int'l Ballroom South	JS: Diversity Leadership Academy
		791	HR:Regency V - Table A2	IP: Leader Differences
		796	HR:Regency VI - Table B3	IP: Team Effectiveness
		801	HR:Regency VII - Table C4	IP: Emergence in Systems Dynamics
_		839	HI:Monroe	PNP Keynote Address
	4:10pm	886	HR:Regency VI - Table B2	IP: Diffusion of Organizational Norms
_		917	HI:Douglas	Knowledge Sharing & Innovation
_	5:30pm	937	HI:Douglas	PNP Awards & Business Meeting
	6:30pm	951	HI:Monroe	PNP Social
Tue	8:30am	1055	HI:Douglas	Collaboration & Network Mgmt
_	10.00	1056	HI:Monroe	Regulation and Organization Response
	10:30am	1170	HI:Board & Directors - PNP	Issues in Public & Nonprofit Management [®]
		1171	HI:Douglas	Policy, Decisions & Behavior
_		1172	HI:Monroe	Nonprofit HRM: Volunteers & Ex
	2:30pm	1231	HR:Regency VI - Table B4	IP: Social Responsibility and Firm Performance
		1235	HR:Regency VII - Table C4	IP: Managing Connectedness Risk in Organizations
		1268	HI:Grand Salon B	SHCS: Making the Impossible Possible
		1270	HI:Monroe	Organizational Performance in the Nonprofit Sector
_	4:10nm	1275	HI:Crystal Ballroom A & F	JS: Research Frontiers in Corporate Philanthropy
	4:10pm	1311	HR:Regency V - Table A1	IP: Social Capital Impact on Leadership Potential
		1313	HR:Regency V - Table A3	IP: Strategy Process
Wed	8:30cm	1351	HI:Monroe	Social Networks and Nonprofits
vvea_	8:30am	1431	HI:Monroe	JS: Processes of Governance
	10:40am	1490	HI:Monroe	Contracts & Collaboration

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Research Methods

Program Chair: Mark Gavin, Oklahoma State U. Professional Development Workshop Chair: Charles A. Pierce, U. of Memphis

Day	Start	#	Location	Session Information
Fri	1:00pm	11	HR:Hanover C	SPDW: Revision And Resubmission
_	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
_	2:00pm	27	MT:Imperial - Summit	SPDW: Structural Equation Modeling with LISREL
_	4:15pm	39	MT:Marquis - Salon IV	SPDW: Resources, Capabilities
Sat	8:00am	89	MT:Cluster 3 - Sydney	SPDW: Qualimetrics Methodology
_	8:30am	102	MT:International 4	SPDW: Advanced Social Networks
		103	MT:Cluster 3 - Bonn	SPDW: Process Research Workshop I: A Spectrum of Methods
_	9:00am	119	MT:Cluster 3 - London	SPDW: Testing Assumed Causal Models
		120	MT:Cluster 5 - Shangri-La	SPDW: Social Constructionism
		121	MT:Imperial - Summit	SPDW: Multilevel Constructs & Theory
_	9:30am	125	HR:University	SPDW: Time and Process
		128	MT:Chablis & Picard	SPDW: Interaction/Moderating Effects
_	10:00am	137	HI:Washington	SPDW: Doing Research In Government
_	10:30am	142	MT:Cluster 3 - London	SPDW: SEM with Partial Least Squares
_	1:00pm	184	MT:Imperial - Summit	SPDW: Scale Development Workshop
		185	MT:Cluster 3 - Cabinet	SPDW: Set-Theoretic Analysis Using QCA and Fs/QCA
		186	MT:Cluster 5 - South Hampton	SPDW: Latent Growth Modeling
		187	MT:Cluster 3 - Bonn	SPDW: Process Research Methods II
_	1:30pm	191	MT:International 6	SPDW: Research on Org Identity
		195	MT:Cluster 3 - London	SPDW: Hierarchical Linear Modeling
_	2:00pm	203	MT:International 9	SPDW: Methods for Integrating Moderation and Mediation
_	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
_	4:00pm	222	MT:International B	SPDW: Alternatives to NHST
		223	MT:Chablis & Picard	SPDW: Multilevel SEM
Sun	8:00am	272	MT:Cluster 1 - Quebec	SPDW: Pushing Ahead With Case-Based Research
		277	MT:Cluster 3 - Sydney	SPDW: Robust Regression
		278	MT:Cluster 3 - London	SPDW: Methods for IM Research
_		279	MT:Imperial - Salon A	SPDW: Ask the Experts: Qualitative Methods
	9:00am	311	MT:Cluster 4 - Thames	SPDW: Alliances and Innovation
	10:00am	333	HR:Hong Kong	SPDW: The 14th Annual Craft Of Reviewing Workshop
		337	MT:Cluster 1 - Amsterdam	SPDW: Working with Configurations
		338	MT:Cluster 1 - Quebec	SPDW: Project Management Research Methods
		342	MT:Cluster 3 - Sydney	SPDW: Factor Retention in EFA
		343	MT:Imperial - Salon A	SPDW: Ask the Experts: Quantitative Methods
Mon	8:30am	457	MT:Marquis - Salon II	SHCS: Learning from Career Histories
		463	HI:Grand Salon A	SHCS: Analyzing Dyad & Group Data
		476	HR:Singapore	JS: International HRM Research
		482	HR:Regency V - Table A1	IP: Sources and Consequences of Dynamic Capabilities
		491	HR:Regency VII - Table C2	IP: Entry From and Into Foreign Markets
_	0.00	522	MT:Rhine & Savoy	JS: Self-report Measurement Issues
_	9:00am	538	MT:Chablis & Picard	Thinking, Writing and Training
	10:40am	592	HR:Regency VI - Table B1	IP: Knowledge Capabilities
		598	HR:Regency VII - Table C3	IP: Exchange Theory
		637	MT:Chablis & Picard	Multilevel Research
_	12:20nm	638	MT:Rhine & Savoy	Online Technologies: What We Have Learned Thus Far
	12:20pm	670	HI:Grand Salon C	SHCS: The Discursive Turn: So What?
		703	HR:Regency VII - Table C4	IP: Construct Development
_	2:30nm	734	MT:Chablis & Picard	Research Methods Division International Networking
	2:30pm	804	HR:Vancouver	JS: Collaborative Research
		840	MT:Chablis & Picard	Measurement/Scale Development
		841	MT:Rhine & Savoy	The Role Of Case Studies

Day	Start	#	Location	Session Information
Mon	4:10pm	918	MT:Chablis & Picard	Analysis and Research Problems
		919	MT:Rhine & Savoy	Methods Overview
_	5:30pm	938	MT:Rhine & Savoy	Research Methods Division Business Meeting
_	6:30pm	952	MT:Chablis & Picard	Research Methods Division Social
Tue	8:40am	1064	MT:Rhine & Savoy	JS: Leadership Predictors
_	8:50am	1066	MT:Chablis & Picard	Alternative Data Analytic Approaches
_	10:30am	1173	MT:Chablis & Picard	Measurement Invariance Testing
		1174	MT:Rhine & Savoy	Tools for Knowledge Generation
_	2:30pm	1229	HR:Regency VI - Table B2	IP: Critical Approaches to Theory Development
		1271	MT:Chablis & Picard	Approaches to Testing Mediation
	4:10pm	1337	HR:Piedmont	JS: Emotional Intelligence
Wed	8:30am	1418	HR:Manila	JS: Dynamic Process and Well-Being
		1419	HR:Piedmont	JS: Promoting Systematic Reviewing

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Social Issues in Management

Program Chair: Thomas J. Donaldson, U. of Pennsylvania Professional Development Workshop Chair: Linda K Trevino, Pennsylvania State U.

Day	Start	#	Location	Session Information
Fri	1:00pm	21	OS:The King Center	SPDW: Dr. Martin Luther King
_	3:00pm	32	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
_	5:00pm	42	HI:Monroe	SIM Doctoral Consortium
Sat	8:00am	73	MT:Cluster 1 - Amsterdam	SPDW: Katrina Social Issues
		78	HI:Crystal Ballroom C & D	SPDW: Spiritual Entrepreneurship
		80	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions
		88	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
		90	HI:Monroe	SIM Doctoral Consortium
		91	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
_	9:30am	124	MT:Trinidad & Madrid	SPDW: Cognitive Maps and CSR
		126	HR:Roswell	SPDW: What We Need to Know about Ethics and Leadership
		127	HI:Directors Room	SPDW: Gov. In Public & Nonprofit
_	10:00am	136	HI:Jefferson	SPDW: Service Learning
-	1:00pm	179	HI:Washington	SPDW: Values and Ethics in Human System Development
-	2:00pm	203	MT:International 9	SPDW: Methods for Integrating Moderation and Mediation
-	2:30pm	205	MT:International 10	SPDW: Stakeholders and Strategy
-	4:00pm	224	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Response from Industry
-	6:00pm	242	OS:Atlanta Sheraton	
Sun	9:00am	310	HI:Grand Salon B	SIM/SBE Keynote Address and Reception
-	10:00am	332		Publishing S I M Research
-	11:00am		HR:Techwood	SPDW: Management and the Liberal Arts
Mon	8:30am	361	HI:Douglas	SIM Research Roundtables
WIOTI	0.50am	454	MT:International 9	JS: Strategy and Responsibility
		483	HR:Regency V - Table A2	IP: Institutions and CSR
-	10:40am	523	HI:Crystal Ballroom A & F	Welcome Session SIM
	10.40aiii	593 504	HR:Regency VI - Table B2	IP: Network Structure: Density, Size, Heterogeneity
		594 505	HR:Regency VI - Table B3	IP: Social Capital in Networks
		595 640	HR:Regency VI - Table B4	IP: Extended Relationships in Business Networks
		618 620	HI:Grand Salon C	SHCS: Ethics and Social Exchange
		639 640	HI:Crystal Ballroom A & F	Creating an Ethical Corporate Culture
		641	HI:Crystal Ballroom B & E HI:Grand Salon E	Moral Language and Justification in Business SHCS: Business and Violent Conflict
-	12:20pm	691	MT:Cluster 1 - Amsterdam	
	12.20pm	694	HR:Regency V - Table A3	JS: Cronyism IP: Managing Impressions: Process and Outcomes
		696	HR:Regency VI - Table B1	IP: Organizational Effectiveness
		701	HR:Regency VII - Table C2	IP: Institutional Foundations of Isomorphism
		735	HI:Crystal Ballroom A & F	Corporate Social Performance
		736	HI:Crystal Ballroom B & E	What Matters in Stakeholder Relations?
-	2:30pm	769	MT:Cluster 4 - Yukon	JS: Local Solidarity
	2.50p	800	HR:Regency VII - Table C3	IP: Organizational Justice
		829	HI:Grand Salon D	SHCS: Business as Mutual Benefit
		838	MT:International 3	JS: Concepts and Theories in B&S
		842	HI:Crystal Ballroom A & F	Trends in International CSR
		843	HI:Crystal Ballroom B & E	Corporate Political Activity
-	4:10pm	881	HR:Regency V - Table A1	IP: Sources and Consequence of Organizational Identity
		885	HR:Regency VI - Table B1	IP: Strategic Choices in the Context of Legitimation
		889	HR:Regency VII - Table C2	IP: Regional Entrepreneurship
		920	HI:Crystal Ballroom A & F	Ethics and Profits
		921	HI:Crystal Ballroom B & E	Currents in Corporate Governance
		922	HI:DeKalb	Work and Meaning in Corporate Cultures
		923	HI:Roosevelt	JS: Bowen's Contribution to CSR
-	5:30pm	939	HI:Crystal Ballroom B & E	SIM Division BusinessMeeting
-	7:00pm	958	HI:Crystal Ballroom A & F	SIM & PNP Joint Social
	<u> </u>			C & Fitt Controller

Day	Start	#	Location	Session Information
Tue _	8:30am	1014	HR:Regency VI - Table B3	IP: Critical Issues in Workplace Accommodation
		1057	HI:Crystal Ballroom A & F	Corruption, Responsibility, MN
		1058	HI:Crystal Ballroom B & E	Old Wine in New Bottles
	10:30am	1085	MT:Cluster 3 - State	JS: Critical Value Analysis
		1117	HR:Regency V - Table A2	IP: Ethical Behavior
		1120	HR:Regency VI - Table B1	IP: Flexible Organizations
		1127	HR:Regency VII - Table C4	IP: National Institutions
		1175	HI:Crystal Ballroom A & F	Stakeholder Theory
		1176	HI:Crystal Ballroom B & E	Leadership, Ethics, and Integrity
_	2:30pm	1231	HR:Regency VI - Table B4	IP: Social Responsibility and Firm Performance
		1272	HI:DeKalb	Stakeholder Management
_		1273	HI:Douglas	Law and Public Policy for Business
		1274	HI:Crystal Ballroom B & E	JS: Unmasking Workplace Deviance
		1275	HI:Crystal Ballroom A & F	JS: Research Frontiers in Corporate Philanthropy
	4:10pm	1314	HR:Regency V - Table A4	IP: Ethics in Education
		1352	HI:Crystal Ballroom A & F	Determinants of Moral Values in Business
		1353	HI:DeKalb	Social Entrepreneurship
		1354	HI:Douglas	How to Talk and Think about Values in Business
Wed	8:30am	1415	HR:Hanover D	JS: Ethics and Workplace Deviance
		1431	HI:Monroe	JS: Processes of Governance
		1432	HI:DeKalb	Shaping Corporate Governance
		1433	HI:Douglas	Determinants of Corporate Social Responsibility
_		1434	HI:Crystal Ballroom B & E	JS: Business Ethics in Film
_	10:40am	1491	HI:Crystal Ballroom B & E	Ethical Dimensions of Global Supply Chains
		1492	HI:Douglas	Organizational Corruption

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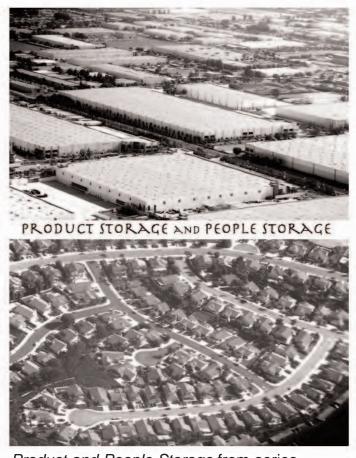
Technology & Innovation Management

Program Chair: Lori Rosenkopf, U. of Pennsylvania Professional Development Workshop Chair: Paul Almeida, Georgetown U.

Day	Start	#	Location	Session Information
Fri	1:00pm	5	MT:Marquis - Salon IV	SPDW: Future of Resource-based View
_	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
_	3:00pm	33	MT:International 5	TIM Doctoral Consortium - Session 1
Sat	8:30am	103	MT:Cluster 3 - Bonn	SPDW: Process Research Workshop I: A Spectrum of Methods
	9:00am	107	MT:International 1	SPDW: Digital Transformations
		122	MT:International 6	TIM Meet the Editors
_	11:00am	146	MT:International 5	TIM Junior Faculty Camp
_		147	MT:International 6	TIM Doctoral Consortium - Session 2
	1:00pm	175	HR:Inman	SPDW: Virtual Global R&D Teams
		187	MT:Cluster 3 - Bonn	SPDW: Process Research Methods II
_	1:30pm	189	MT:Cluster 3 - Sydney	SPDW: Empirically Investigating Real Options
		194	MT:Champagne	SPDW: Using M&A As A Context For Studying Organizations
	2:00pm	200	MT:Cluster 1 - Quebec	SPDW: Mass Customization
		204	MT:Cluster 5 - Shangri-La	SPDW: Working with Patent Data
Sun	7:00am	245	HR:Vinings	SPDW: Knowledge Through Global E-Med
_	8:00am	273	MT:Cluster 3 - Zurich	SPDW: Technology In Management Edu.
		279	MT:Imperial - Salon A	SPDW: Ask the Experts: Qualitative Methods
	8:20am	280	MT:International A	SPDW: OSS Research Devept. Workshop
	9:00am	297	MT:International 1	SPDW: RBV & Industry Attractiveness
		298	MT:International 5	SPDW: Research Incubator On Alliance Portfolios
		311	MT:Cluster 4 - Thames	SPDW: Alliances and Innovation
_		312	MT:Cluster 4 - Tigris	SPDW: Ecological Research On Technology And Innovation
	9:30am	315	MT:Cluster 4 - McKenzie	SPDW: Bringing External Innovation Inside
		316	MT:International C	SPDW: Anticipation
_		321	MT:Cluster 4 - Rio Grande	SPDW: Geography, Networks, and Innovation
	10:00am	337	MT:Cluster 1 - Amsterdam	SPDW: Working with Configurations
		338	MT:Cluster 1 - Quebec	SPDW: Project Management Research Methods
		343	MT:Imperial - Salon A	SPDW: Ask the Experts: Quantitative Methods
		344	MT:International A	SPDW: OSS : Bridging Perspectives
Mon	7:30am	436	MT:Cluster 5 - Monte Carlo	TIM Welcome Breakfast
	8:30am	455	MT:International 10	JS: Technology and Firm Boundaries
		485	HR:Regency V - Table A4	IP: Tech. & Industry Evolution
		486	HR:Regency VI - Table B1	IP: Research in Dynamic Capability
		488	HR:Regency VI - Table B3	IP: Organizational Learning in Strategic Alliances
		489	HR:Regency VI - Table B4	IP: Perspectives on Strategic Outsourcing
		524	MT:Cluster 5 - Riviera	Open Systems
		525	MT:Cluster 5 - Shangri-La	Electronic Monitoring
		526	MT:Cluster 5 - South Hampton	Innovation, Globalization and Regional Factors
		527	MT:Marquis Salon IV - TIM 1	Managing Knowledge within Firms ®
_		528	MT:Marquis - Salon III	SHCS: Cumulative Innovation
	9:00am	539	MT:Cluster 5 - Monte Carlo	Strategy, Technology and Innovation I

Day	Start	#	Location	Session Information
Mon	10:40am	588	HR:Regency V - Table A1	IP: Knowledge Diffusion in Organization Learning
		591	HR:Regency V - Table A4	IP: Organization and Climate Impacts on Innovation
		592	HR:Regency VI - Table B1	IP: Knowledge Capabilities
		595	HR:Regency VI - Table B4	IP: Extended Relationships in Business Networks
		596	HR:Regency VII - Table C1	IP: The Role of Social Ties in Knowledge Creation
		599	HR:Regency VII - Table C4	IP: Impact of IT
		617	HI:Grand Salon D	SHCS: Leadership and Organizational Learning
		642	MT:Cluster 5 - Monte Carlo	Technological Evolution
		643	MT:Cluster 5 - Riviera	Patent Performance and Innovation Output
		644	MT:Cluster 5 - Shangri-La	Strategy, Technology and Innovation II
		645	MT:Cluster 5 - South Hampton	Interorganizational Learning
		646	MT:Marquis Salon IV - TIM 1	International Perspectives on Technology®
_		647	MT:Marquis Salon IV - TIM 2	Industry, Technology & Academy®
· <u> </u>	12:20pm	698	HR:Regency VI - Table B3	IP: Organization Learning
		701	HR:Regency VII - Table C2	IP: Institutional Foundations of Isomorphism
		702	HR:Regency VII - Table C3	IP: TMT and Organization Design
		737	MT:Champagne	Intellectual Property
		738	MT:Cluster 5 - Monte Carlo	Organizational Learning
		739	MT:Cluster 5 - Riviera	University Technology Transfer
		740	MT:Cluster 5 - South Hampton	JS: Nanotechnology Field Emergence
_	1:00pm	749	MT:Cluster 5 - Shangri-La	Network Theory and Social Capital
_	2:30pm	796	HR:Regency VI - Table B3	IP: Team Effectiveness
		797	HR:Regency VI - Table B4	IP: Cognitive Processes in Group Settings
		844	MT:Champagne	Network Structure and Innovation
		845	MT:Cluster 5 - Monte Carlo	Case Studies
		846	MT:Cluster 5 - Riviera	Technological Capabilities and Resources I
		847	MT:Cluster 5 - Shangri-La	Patents and Impact
		848	MT:Cluster 5 - South Hampton	Modularity
		849	MT:Marquis Salon IV - TIM 1	Managing New Technology [®]
_	4:10pm	882	HR:Regency V - Table A2	IP: (In)Out Groups and Territoriality
		884	HR:Regency V - Table A4	IP: Social Capital in Careers
		889	HR:Regency VII - Table C2	IP: Regional Entrepreneurship
		891	HR:Regency VII - Table C4	IP: Organizational Innovation
		924	MT:Champagne	University Entrepreneurship
		925	MT:Cluster 5 - Monte Carlo	Innovation in Teams
		926	MT:Cluster 5 - Riviera	TIM Distinguished Speaker Session
		927	MT:Cluster 5 - Shangri-La	Novelty in Components and Systems
		928	MT:Cluster 5 - South Hampton	Customer-Driven Innovation I
		929	MT:Marquis Salon IV - TIM 1	Explaining Technological Change
_	5:30pm	940	MT:Cluster 5 - Riviera	TIM Division Business Meeting
_	6:30pm	953	MT:Cluster 5 - Monte Carlo	TIM Social: The Best Social in Town!
Tue	8:30am	978	MT:Marquis - Salon II	SHCS: Experience and Org Learning
		1010	HR:Regency V - Table A3	IP: Social Capital and Learning
		1012	HR:Regency VI - Table B1	IP: Contingency Theory
		1015	HR:Regency VI - Table B4	IP: Innovation Capability and Technology Adaptation
		1019	HR:Regency VII - Table C4	IP: Causes and Consequences of Market Entry Choices
		1059	MT:Cluster 5 - Riviera	New Firms in Technological Innovation
		1060	MT:Cluster 5 - South Hampton	Research and Development
		1061	MT:Marquis Salon IV - TIM 1	Managing Knowledge between Firms ◎
		1062	MT:Cluster 5 - Monte Carlo	JS: TMTs and Innovation
		1063	MT:Cluster 5 - Shangri-La	JS: Organizing Visions
-	10:30am	1105	HI:Gwinnett	JS: Innovation Value Chains in Health Care
		1119	HR:Regency V - Table A4	IP: Structural Issues in New Product Development
		1123	HR:Regency VI - Table B4	IP: Multinationality & Performance
		1177	MT:Cluster 5 - Monte Carlo	Interorganizational Networks
		1178	MT:Cluster 5 - Riviera	Knowledge Management
		1179	MT:Cluster 5 - Kiviera MT:Cluster 5 - Shangri-La	Innovation, Organizations and Market Creation
		1180	MT:Cluster 5 - South Hampton	Technological Capabilities and Resources II
		1100	in	1 Som Signar Supusinites and Mesources in

Day	Start	#	Location	Session Information
Tue	2:30pm	1224	HR:Regency V - Table A1	IP: Institutional Constraints
		1225	HR:Regency V - Table A2	IP: Firm Growth
		1226	HR:Regency V - Table A3	IP: The Link Between Learning and Innovation
		1259	HI:Grand Salon D	SHCS: Service Innovation
		1276	MT:Cluster 5 - Monte Carlo	Leadership & Innovation
		1277	MT:Cluster 5 - Riviera	Knowledge Management & Spillovers
		1278	MT:Cluster 5 - Shangri-La	Industry Evolution
		1279	MT:Cluster 5 - South Hampton	Mergers & Acquisitions
	4:10pm	1318	HR:Regency VI - Table B4	IP: Diffusion of Innovation
		1349	MT:International 3	JS: Shaping Firm Boundaries
		1355	MT:Cluster 5 - Monte Carlo	Innovative Teams
		1356	MT:Cluster 5 - Riviera	Managing Innovation
		1357	MT:Cluster 5 - Shangri-La	Market Entry
		1358	MT:Cluster 5 - South Hampton	Interorganizational Knowledge Creation & Sharing
		1359	MT:Cluster 1 - Copenhagen	JS: Global Innovation
Wed	8:30am	1435	MT:Cluster 5 - Monte Carlo	Technology and Firm Boundaries
		1436	MT:Cluster 5 - Riviera	Innovation Diffusion and Adoption
		1437	MT:Cluster 5 - Shangri-La	Innovative Performance in the European Context
		1438	MT:Cluster 5 - South Hampton	Innovation Strategy
_	10:40am	1486	MT:International 5	JS: Managing User Communities
		1493	MT:Cluster 5 - Monte Carlo	Technology, Teams, and Change
		1494	MT:Cluster 5 - Riviera	Radical Product Development
		1495	MT:Cluster 5 - Shangri-La	Customer-Driven Innovation II
		1496	MT:Cluster 5 - South Hampton	Strategy, Technology and Innovation III



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Alan O'Sullivan, U. of Ottawa Muhammad Obeidat, Southern Polytechnic State U. Lih-Bin Oh, National U. of Singapore Paul Olk, U. of Denver Bennett Ong, Manchester Business School Francina Orfila-Sintes, U. of Islas Baleares Raffaele Oriani, U. of Bologna Athar Osama, Fredrick S. Pardee -RAND Graduate School Serden Ozcan, Copenhagen Business School Giovanna Padula, Bocconi U. Nikolaos Panagopoulos, Athens U. of Economics and Business Daria Panina, Texas A&M U. Sridhar Papagari Sangareddy, U. of Illinois at Chicago Paulina Papastathopoulou, Athens U. of Economics and Business Anne Parmigiani, U. of Oregon Luiz Carlos Perera, U. PRESBITERIANA MACKENZIE Corey Phelps, U. of Washington Frank Piller, Massachusetts Institute of Technology Robert Pitkethly, U. of Oxford Branco Ponomariov, Georgia Institute of Technology Benjamin Powell, U. of Alabama Andrea Prencipe, U. G. d'Annunzio Samuel Proctor, U. of Pennsylvania Reinhard Prügl, Vienna U. of Economics and Business Administration Anne Quaadgras, Doctoral Student Bertrand Quelin, HEC Paris Narayanan Ramamoorthy, siac Krishnan Ramaya, Pacific U. Rosario Ramos, U. of Las Palmas de Gran Canaria Bing Ran, U. of Waterloo Ebrahim Randeree, SUNY at Buffalo Sam Ransbotham, Georgia Institute of Technology mari ratinen, Independent Researcher Kingsley Reeves, U. of South Florida Richard Reilly, Stevens Institute of Technology Charlotte Ren, Purdue U., West Lafavette Birgit Renzl, Innsbruck U. School of Management Carl Reschke, U. of Witten/Herdecke John Rice, U. of Canberra Eliot Rich, New York State U. at Albany Sharon Richardson, Cass Business School Polly Rizova, Boston U. Hanno Roberts, Norwegian School of Management Maxine Robertson, Coventry U. Daniel Robeson, Rensselaer Polytechnic Institute Preeta Roy, U. of Pennsylvania Raja Roy, Tulane U. Narcyz Roztocki, State U. of New York, New Paltz Gaia Rubera, Bocconi U. Gerard Ryan, Universitat Rovira &

Rögnvaldur Saemundsson, Reykjavik U.

Arvin Sahaym, U. of Washington, Seattle Kare Sandvik, Buskerud U. College Silvina Santana, Aveiro U. Nilesh Saraf, Simon Fraser U. Mitrabarun Sarkar, U. of Central Steven Sawyer, Pennsylvania State U. William Schulte, Shenandoah U. Anja Schulze, U. of St. Gallen Victor Seidel, U. of Oxford Falguni Sen, Fordham U. Uthpala Senarathne Tennakoon, U. of Calgary Viviane Sergi, HEC Montreal Ann Séror, U. Laval Matthew Shapiro, U. of Southern California Hyung-Deok Shin, George Mason U. Claire Simmers, St. Joseph's U. Jean Singer, Fielding Graduate U. Harminder Singh, Michigan State U. Jasjit Singh, INSEAD Nagaraj Sivasubramaniam, Duquesne Roger Smith, SPARTA Maurizio Sobrero, U. of Bologna Klas Soderquist, Athens U. of Economics and Business maura soekijad, Vrije U. Amsterdam, The Netherlands Steve Sonka, U. of Illinois, Urbana-Champaign Marco Sonnino, Bologna U. Aron Spencer, New Jersey Institute of Technology Jeffrey Stamp, U. of North Dakota Angela Stanton, Claremont Graduate IJ Gregory Stock, Northern Illinois U. Susan Storrud-Barnes, Cleveland State Matthias Stürmer, ETH Zurich Yea-Huey Su, National Central U. Nittana Sukasame, Faculty Member Julian Sulei, U. of Dundee Malavika Sundararajan, Rensselaer Polytechnic Institute Gita Surie, Adelphi U. Tim Swift, Temple U. George Sylvie, U. of Texas, Austin Pavlos Symeou, U. of Cambridge Mark Tabladillo, U. of Phoenix C Takacs, Cleveland State U. Rosanna Tarsiero, Gionnethics Rana Tassabehji, U. of Bradford School of Management John Taylor, HEC Lausanne Michael Taylor, Stevens Institute of Technology Theresa Taylor-Coates, Marist College Linda Tegarden, Virginia Tech Cecilia Temponi, Texas State U., San Ram Tenkasi, Benedictine U. François Therin, Grenoble Ecole de Management PuayKhoon Toh, U. of Michigan, Ann Arbor Mary Tripsas, Harvard Business School Chia-Yu Tu, National Chung Cheng U. Min-Fen Tu, National Tsing Hua U. K Tullis, U. of Central Oklahoma Scott Turner, U. of Maryland

David Tweed, Massey U., Palmerston

Beverly Tyler, North Carolina State U. S. Phineas Upham, U. of Pennsylvania Ainhoa Urtasun, U. Pública de Navarra Kathleen Utecht, Central Michigan U. Ikenna Uzuegbunam, Rensselaer Polytechnic Institute Gianluca Vagnani, U. of Rome Giovanni Valentini, Bocconi U. Joan Van Aken, Eindhoven U. of Technology Jan Van Den Ende, RSM Erasmus Univ J.D. Van Der Bij, Eindhoven U. of Technology pilar vargas, La Rioja U. Andrew Varghese, U. of utah Sara Varlander, Stockholm U. Gurneeta Vasudeva, Indian School of Business Francisco Veloso, Carnegie Mellon U. Jakob Vestergaard Jorgensen, Copenhagen Business School Charles Von Urff PhD, U. of Phoenix Anu Wadhwa, Swiss Federal Institute of Technology (Lausanne) Tom Wamalwa, Capella U. Taiyuan Wang, U. of Western Ontario Yi Jen Wang, U. of Marketing and Distribution Scineces Al Warner, Pennsylvania State U., Erie Mary Beth Watson-Manheim, U. of Illinois, Chicago Libby Weber, U. of Southern California Jerry Wellman, Honeywell Sonya Wen, National Taiwan U. Jennifer Whyte, Imperial College London Elisabeth Wilson-Evered, Monash U. Claudio Wolter, Carnegie Mellon U. Hong Woo, Middlesex U. Business School Jason Woodard, Harvard U. Hsueh Liang Wu, National Cheng Kung U. Emiel Wubben, Wageningen U. Dave Yates, U. of Southern California Sai Yayavaram, National U. of Singapore Ulku Yaylacicegi, U. of North Carolina - Wilmington Quey-Jen Yeh, National Cheng Kung H Adrian Yeow, U. of Maryland, College Park Pai-Ling Yin, Harvard Business School Eric Yocam, U. of Phoenix wang yonggui, Nanjing U. Mary Zalesny, PNNL Cristiano Zazzara, EPFL Man Zhang, Bowling Green State U. Tongxiao Zhang, U. of Kentucky Xinyuan Zhao, Pennsylvania State U. Weijun Zheng, U. of Wisconsin, Parkside David Zhu, U. of Michigan Feng Zhu, Harvard U. Moises Zilber, U. PRESBITERIANA MACKENZIE B.J. Zirger, U. of Cincinnati

In Conjunction With Activities

Program Chair: Thomas W. Lee, U. of Washington Program Coordinator: Janet A. Thompson, U. of Washington Program Coordinator: Jimmy Le, Academy of Management Professional Development Workshop Chair: Angelo DeNisi, Tulane U.

Start	#	Location	Session Information
6: 00pm	46	HI:Club Room	Nova SE U. Reception
6:45 pm	55	MT:Chablis	MFCA Social
	56	HI:Club Room	Nova Southeastern University Meeting
2:30pm	206	MT:Chardonnay	IJM Editorial Board Mtg
5:30pm	233	MT:International 4	IACMR Annual Business Mtg
6: 00pm	237	HI:Club Room	Nova SE U. Meeting
11:30am	362	MT:Cluster 4 - Yukon	JMI Editorial Board Meeting
12:30pm	368	HI:Club Room	JAME Editorial Brd Mtg
1:00pm	372	MT:Trinidad & Madrid	MFCA Business Meeting
	373	HI:Board Room	Organization Science Editorial Meeting
1:30pm	377	MT:Champagne	Management Learning Editorial Board Meeting
2:00pm	381	MT:International 4	POS Gathering
	382	HI:Cabinet Room	Organization Journal Editorial Board meeting
	383	HI:Grand Ballroom B	ASQ Board Meeting
2:30pm	384	HI:Grand Salon A	Journal of Management Editorial Board Meeting
3:00pm	388	HI:Grand Ballroom B	Administrative Science Quarterly Reception
	389	HI:Grand Ballroom C	Organization Science Reception
3:30pm	414	MT:International 10	Leadership Quarterly Editorial Board Meeting
4:00pm	415	HI:Jackson	General Meeting of AKMS
5:00pm	419	MT:International 10	Network Leadership Business Meeting
	420	HI:Grand Salon E	Warwick Business School Cocktail Party
6: 00pm	425	HI:Crystal Ballroom C & D	Adv Inst. Mgmnt Rsch Reception
6: 30pm	427	HI:Grand Salon C	Human Relations Reception
7:00pm	429	HI:Grand Salon A	MED-OBTS Reception
	430	HI:Monroe	London Business School Reception
7:30pm	431	MT:International 10	HKUST Reception
8:00pm	433	MT:Skyline Terrace - N orth	National University of Singapore Reception
7:15am	434	MT:Champagne	JABS Editorial Brd Mtg
12:00pm	648	MT:Garden Terrace	Journal of Organizational Behavior Luncheon
5:00pm	930	HI:Grand Salon A	Northeastern University Reception
5:30pm	933	MT:Garden Terrace	U. Georgia Reception
7:00pm	954	MT:International 9	U. of Michigan Party
	955	MT:Marquis - Salon II	Management Faculty of Color Reception
	956	HI:Grand Ballroom D	British Academy of Management (BAM) Reception
7:30pm	960	MT:Marquis - Salon III	BYU Ice Cream Social
6:00pm	1373	HI:DeKalb	Nova Southeastern U. Closing Meeting
	6:00pm 6:45pm 2:30pm 5:30pm 6:00pm 11:30am 12:30pm 1:00pm 1:30pm 2:00pm 3:30pm 3:00pm 3:30pm 4:00pm 5:00pm 6:30pm 7:00pm 7:30pm 7:00pm 7:30pm 5:00pm 7:15am 12:00pm 5:30pm 7:00pm	6:00pm 46 6:45pm 55 56 2:30pm 206 5:30pm 233 6:00pm 237 11:30am 362 12:30pm 368 1:00pm 372 373 1:30pm 377 2:00pm 381 382 383 2:30pm 384 3:00pm 388 3:30pm 414 4:00pm 415 5:00pm 419 420 6:00pm 425 6:30pm 427 7:00pm 429 430 7:30pm 431 8:00pm 433 7:15am 434 12:00pm 648 5:00pm 930 5:30pm 930 5:30pm 933 7:00pm 954 955 956 7:30pm 960	6:00pm

Friday 8:00AM

1: (AAA) Atlanta 2006, LAC

8:00am - 11:00pm Hyatt Regency Atlanta: Chicago C

Local Arrangements Chairs: William P Galle, U. of New Orleans;

Erich Brockmann, U. of New Orleans

Friday 9:00AM

2: (AAA) Board of Governors' Meeting

9:00am - 5:00pm Atlanta Marriott Marquis: Cluster 4 - Yukon

Organizer: Thomas G. Cummings, U. of Southern California

3 →: (IM) International Management Division Adventure: An Exploration of the Georgia Aquarium

9:00am - 12:00pm Atlanta Marriott Marquis: Cluster 4 - Rio Grande

Organized by IMD Social Events Committee. IMD members & their guests only. Pre-registration required. Email Chei Hwee Chua, cheihwee chua@moore.sc.edu

Coordinators: Tatiana Kostova, U. of South Carolina; Chei Hwee Chua, U. of South Carolina; Mourad Dakhli, Georgia State U.

Friday 11:00AM

4: (AAA) Conference Registration

11:00am - 6:00pm Hyatt Regency Atlanta: Pre-function Area - Reg. On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

Friday 1:00PM

5 ←SPDW: (BPS, ENT, IM, OMT, TIM, TTC) Advances in Competitive Advantage: Building-blocks and Future of Resource-based View

1:00pm - 4:00pm Atlanta Marriott Marquis: Marquis - Salon IV

Organizers: Ilgaz Arikan, Georgia State U.; Asli Musaoglu Arikan, Georgia State U.

Presenters: Raphael H Amit, U. of Pennsylvania; Jay B Barney, Ohio State U.; Russell Coff, Emory U.; Karel Cool, INSEAD; Kathleen M. Eisenhardt, Stanford U; Nicolas Foss, Copenhagen Business School; Constance E Helfat, Dartmouth College; Ranjay Gulati, Northwestern U.; Daniel Levinthal, U. of Pennsylvania; Joseph Mahonev, U. of Illinois, Urbana-Champaign: Richard Makadok, Emory U.; William G Mitchell, Duke U.; Anita McGahan, Boston U.; Margaret Peteraf, Dartmouth College; Richard Rumelt, U. of California, Los Angeles: Harbir Singh, U. of Pennsylvania: Sidney G. Winter, U. of Pennsylvania: Edward Zajac, Northwestern U.

6 € SPDW: (CMS, PTC, OM, BPS) Critical Responses To The Katrina Crisis: Developing An Agenda For Future Research And Action

1:00pm - 2:30pm Hilton Atlanta: Roosevelt

Discussant: Thomas A. Bryant, Nicholls State U

Coordinator: Charlice Hurst. U. of Florida

Presenters: Charlice Hurst, U. of Florida; Latha Poonamallee, Case Western Reserve U.; Anita Howard, Case Western Reserve U.; Tony G. LeTrent-Jones, Independent Consultant; David

Thomas Weir, Ceram Sophia Antipolis: Beth Ann Livingston, U. of

Florida; Huhtala Hannele, Not Specified; Mary Catherine Meisenhelter, York College of Pennsylvania

7: (ENT) What We Know About The Mothers Of Invention: Current State and Needs Of Women's ENT Research

1:00pm - 2:30pm Atlanta Marriott Marguis: International B

Open, no restrictions on participation Organizer: Maria Minniti, Babson College Chair: Maria Minniti, Babson College

Speakers: Candida G Brush, Babson College; Anne De Bruin, Massey U., New Zealand; Patricia G Greene, Babson College; Nan

S. Langowitz, Babson College

Presenter: Friederike Welter, U. of Siegen

8: (ENT) ENT New Faculty Consortium

1:00pm - 5:00pm Off Site: Georgia Tech U

This session continues on Saturday, 8 am – 5 pm (Georgia Tech U.) and Sunday, 8 am – 12 pm (Atlanta Marriott Marguis, Room: Cluster 2-Magnolia). Pre-registration required. Please contact one of the organizers for more information.

Organizers: William B. Gartner, Clemson U.; Andrew C. Corbett, Rensselaer Polytechnic Institute

9: (ENT) ENT Doctoral Student Consortium

1:00pm - 5:00pm Off Site: Georgia Tech U.

This session continues on Saturday, 8 am - 5 pm (Georgia Tech U.) and Sunday, 8 am – 12 pm (Atlanta Marriott Marquis, Room: Cluster 2-Magnolia). Pre-registration required. Please contact one of the organizers for more information.

Organizers: G. T. Lumpkin. Texas Tech U.: Jeff Covin. Indiana U.

10 SPDW: (GDO, ODC) Integral Diversity Leadership: Mindful Knowing, Being andDoing through Relational Leadership

1:00pm - 3:00pm Hyatt Regency Atlanta: Kennesaw

Pre-registration required. Contact Ilene Wasserman at iwasserman@icwconsulting.com

Presenters: Ilene Wasserman, ICW Consulting Group/Fielding Graduate U.: Placida Velasquez Gallegos. Fielding Graduate U.

11 SPDW: (HR, RM, CAR) Approaches To Revision And Resubmission: Understanding And Challenging The Status Quo

1:00pm - 2:50pm Hyatt Regency Atlanta: Hanover C

Organizers: Julia Richardson, York U.; Steve Leybourne,

Plymouth U.

Speakers: Robert P. Gephart, U. of Alberta; Yehuda Baruch, U. of

East Anglia; Daniel Feldman, U. of Georgia

12 **②**→SPDW: (MC, IM, ODC, ITC) Exploring Issues Concerning Global/International Consulting

1:00pm - 3:45pm Hyatt Regency Atlanta: Vinings

Presenters: Thomas C Head, Roosevelt U., Chicago-Schaumburg; Peter Sorensen, Benedictine U.; Therese F Yaeger, Benedictine

13 ♥ SPDW: (MC, ODC, PTC) Making Strategy Happen: How To Cope With The Implementation Problem

1:00pm - 3:15pm Hyatt Regency Atlanta: Inman

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

Moderator: Olaf Rughase, Schindl Rughase Partners

Presenters: Michael Schindl, Schindl Rughase Partners; Fran Ackermann, Strathclyde U.; Franz Liebl, Berlin University of the Arts; Colin Eden, Strathclyde U.; Olaf Rughase, Schindl Rughase Partners

14 @SPDW: (MOC, MEN, ODC, MED) A New Age Transformational Leadership Development Framework: Through Aligning Vision and Values

1:00pm - 3:30pm Atlanta Marriott Marquis: Trinidad & Madrid Open

Coordinator: Kalpana Sampath, Arpitha Associates Private Limited Presenter: Sampath Jadav, Arpitha Associates Private Limited

15 ©: (MSR) Trust And Virtues In Organizations: Tentative **Connections And Implications**

1:00pm - 2:50pm Hilton Atlanta: Gwinnett

Presenters: Yochanan Altman, London Metropolitan U.; Reinhard Bachmann, Birkbeck College, U. of London; Jacques Rojot, U. of Paris II; Frank Bournois, U. of Pantheon Assas Paris II; Katinka Monica Bijlsma-Frankema, Free U., Amsterdam; Karen Manz, Hartford Seminary: Shav Tzafrir. U. of Haifa

16 ● SPDW: (ODC, MC) Cultural Due Diligence: A Key to Successful Post-Merger/Acquisition Integration

1:00pm - 3:00pm Hilton Atlanta: Club Room

Presenter: Ira M Levin, Alliant International U.

17 SPDW: (OM. TTC) Supply Chain Mgt Active Learning

1:00pm - 2:30pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam Organizer: Eric Jack, U. of Alabama, Birmingham Presenter: Randy Chapman, Chapman & Assoc

18 ■SPDW: (OMT, CAR, BPS, MC, MOC, OB) **Professions In** Organizational Life: Theoretical And Empirical Advances

1:00pm - 5:00pm Atlanta Marriott Marguis: International A Pre-registration recommended. E-mail to

amit nigam@bus.emory.edu

Organizer: Rakesh Khurana, Harvard U. Coordinator: Amit Nigam, Emory U.

Presenters: Beth Bechky, U. of California, Davis; Matthew J. Bidwell, INSEAD: Forrest Briscoe, Pennsylvania State U.: Gina Dokko, New York U.; Candace Jones, Boston College; Katherine C. Kellogg, Massachusetts Institute of Technology; Scott A Snook, Harvard U.

19 SPDW: (ONE, MED) From Greening to International Sustainability: The Evolution of Teaching Environmental

1:00pm - 3:00pm Hilton Atlanta: Carter

Organizer: Mark Cordano, Ithaca College

Presenters: Jean Garner Stead, East Tennessee State U.; Andrew Griffiths, U. of Queensland; Renato J. Orsato, INSEAD; Suzanne Benn, U. of Technology, Sydney; Mark Cordano, Ithaca College

20 • (PNP) Utilizing The SSPMX For Improving Management Practice, Policy, Research, And Consulting

1:00pm - 2:50pm Hilton Atlanta: Directors Room Organizer: Karun K Singh, Columbia U. Presenter: Karun K Singh, Columbia U.

21 SPDW: (SIM, GDO) Contributions of Dr. Martin Luther King, Jr. to Management Scholarship and Practice

1:00pm - 4:00pm Off Site: The King Center

Held at the King Center and the Martin Luther King, Jr. National Historic Site, 450 Auburn Avenue, Atlanta.

Organizer: Jeanne M Logsdon, U. of New Mexico

Presenters: Audrey Murrell, U. of Pittsburgh; Laquita C Blockson, College of Charleston; Atira Cherise Charles, Arizona State U.;

Bernardo M. Ferdman. Alliant International U.

Friday 1:30PM

22 → SPDW: (BPS, ENT, HCM, HR, ITC, MC, OB, ODC, IM, OMT, ONE, CMS, MH, MOC, RM, TIM) The Power Of Richness II: Exploring Qualitative Research Methods

1:30pm - 4:30pm Atlanta Marriott Marquis: International 4

Organizer: Diana L. Day, Rutgers University--Camden

Coordinator: Johann Peter Murmann, U. of New South Wales / U.

Presenters: Karl E Weick, U. of Michigan, Ann Arbor; Nicolaj Siggelkow, Wharton School; Kathleen M. Eisenhardt, Stanford U; Mauro F Guillen, U. of Pennsylvania; Sara L Rynes, U. of Iowa; John A Wagner, Michigan State U.

23 > SPDW: (IM. AAM. BPS. ITC) Doing High Impact Research On China

1:30pm - 3:20pm Atlanta Marriott Marguis: International 3

Chair: Chao C. Chen, Rutgers U.

Presenters: Chao C. Chen, Rutgers U.; David Ahlstrom, Chinese University of Hong Kong; Ray Friedman, Vanderbilt U.; Jia Lin Xie. U. of Toronto; Aimin Yan, Boston U.; Seung Ho Park, Samsung Economic Research Institute & CEIBS; Katherine Xin, CEIBS

24 SPDW: (OCIS, CAR, PTC) Developing The Academic Unit: A Workshop for Deans, Directors, and Chairs

1:30pm - 4:30pm Atlanta Marriott Marquis: International 10

Pre-registration required. By invitation only. Contact Richard Baskerville (baskerville@acm.org) or David Paradice (paradice@cob.fsu.edu).

Organizers: Richard Baskerville, Georgia State U.; David

Paradice. Florida State U.

Presenters: John Marshall, Georgia State U.; Stan Sloan, Georgia

State U.; Robert Donn Gatewood, Texas Christian U.

Friday 2:00PM

25 □ • → SPDW: (MC, ODC, MED, PTC, TTC)

Knowledge/Action Doctoral Colloquium(1): Advice for **Executive, Practitioner, & Traditional Students**

2:00pm - 7:00pm Hilton Atlanta: Crystal Ballroom A & F

Application and pre-registration required - see

http://uwf.edu/mcd/Doctoral student colloquium continues on

Saturday, 8-11:15am (session 79).

Organizers: Kay Davis, Pepperdine U.; Therese F Yaeger,

Benedictine U.

Presenters: Daphne DePorres, Universidad de Monterrey; Jyotsna Sanzgiri, Alliant International U.; Bruce Hanson, Concordia University Irvine: Richard Kettner-Polley. Colorado Technical University; Margaret D Gorman, George Washington U.; Susan Mary Vinnicombe, Cranfield U.; Kenneth Murrell, Pepperdine U.; Kent Rhodes, Pepperdine U.

26 □ ○ → SPDW: (PNP, MED, MOC, ITC, MSR) A Question Of Values Or Views? Teaching Effective Management Models For Indigenous Organisations

2:00pm - 4:30pm Hilton Atlanta: Paulding

Presenters: Sonva Pearce. U of Technology. Sydney: Keri Spooner, U of Technology, Sydney; Jenny Green, U of Technology, Sydney

27 SPDW: (RM, IM, BPS, HR) Structural Equation Modeling with LISREL

2:00pm - 5:00pm Atlanta Marriott Marquis: Imperial - Summit Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a \$7.50 fee for non members of RM.

Presenter: Gordon W Cheung, The Chinese U. of Hong Kong

Friday 2:45PM

28: (ENT) Family Business as a Field of Study

2:45pm - 4:00pm Atlanta Marriott Marguis: International B

Open, No restriction on participation

Organizer: Pramodita Sharma, Wilfrid Laurier U. Facilitator: Pramodita Sharma. Wilfrid Laurier U.

Presenters: Michael H. Lubatkin, U. of Connecticut; Lloyd P Steier, U. of Alberta; Alex Stewart, Marquette U.; Shaker A. Zahra, U. of Minnesota: David A. Whetten. Brigham Young U.

Friday 3:00PM

29 O >> SPDW: (GDO, CAR, MC, BPS, MSR, ITC) Managing **Global Diversity**

3:00pm - 5:00pm Hyatt Regency Atlanta: Techwood

Open: no restriction

Chairs: Beverly Dawn Metcalfe, Hull U.; Yehuda Baruch, U. of

East Anglia

Presenters: Yochanan Altman, London Metropolitan U.: Regina F. Bento, U. of Baltimore; Sandra Fielden, U. of Manchester Institute of Science & Technology

30 ⊕ •> → SPDW: (ONE, BPS, IM, ENT) Enterprise Networks: The Fabric of Socially-Sustainable Value Creation

3:00pm - 6:00pm Hilton Atlanta: DeKalb

Explores how heterogeneous networks unleash grassroots entrepreneurship at the base of the pyramid.

Organizer: Oana Branzei, Schulich School of Business Distinguished Speakers: Alain Berranger, International

Development Research Center: Anant G Nadkarni, Tata Council for Community Initiatives

Facilitators: Carolyn Egri, Simon Fraser U.; Mark B. Milstein, Cornell U.

Discussant: Anoop Madhok, Schulich School of Business Presenters: Ted London, U. of Michigan; Pratima Bansal, U. of Western Ontario; David Wheeler, Dalhousie U.; Michael S. Valente. York U.: Prasanti Rao. Tata Consultancy Services Limited; Oana Branzei, Schulich School of Business

31 © SPDW: (PNP. MC) Performance, Leadership, Change And Quality Of Life

3:00pm - 5:00pm Hilton Atlanta: Directors Room

Pre-registration required. Contact David.Paul@uts.edu.au by 15 June.

Organizer: David Paul, U. of Technology, Sydney

Presenters: David Paul, U. of Technology, Sydney; Ian Douglas, U of Technology, Sydney; Andy Quan, Australian Federation of AIDS organisations

32 SPDW: (SIM, OB, MOC, BPS) Behavioral Ethics Research Incubator

3:00pm - 7:00pm Hilton Atlanta: Roosevelt

Preregistration required. Pre-register by emailing the organizer at

rfolger@bus.ucf.edu by May 1, 2006

Organizer: Robert Folger, U. of Central Florida

Facilitators: Roy J. Lewicki, Ohio State U.; Bennett J. Tepper, Georgia State U.; Michael E. Brown, Pennsylvania State U., Erie; Marshall Schminke, U. of Central Florida; Douglas R May, U. of Kansas; Scott J. Reynolds, U. of Washington; James Weber, Duquesne U.; Linda K Trevino, Pennsylvania State U.

33 €: (TIM) TIM Doctoral Consortium - Session 1

3:00pm - 7:00pm Atlanta Marriott Marquis: International 5

Coordinators: Paul Bierly, James Madison U.; Arvids A Ziedonis, U. of Michigan, Ann Arbor

Friday 3:15PM

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

3:15pm - 7:15pm Hyatt Regency Atlanta: Piedmont Fee to attend - see http://uwf.edu/mcd/

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

Friday 3:30PM

35 (ENT) Small Business Education: Expanding Our Understanding Of The Field

3:30pm - 5:00pm Atlanta Marriott Marquis: Cluster 4 - Rio Grande

Open, no restriction on participation

Chair: Charles E. Bamford, Queens U. of Charlotte Presenter: Charles E. Bamford, Queens U. of Charlotte

Participants: Charles E. Bamford, Queens U. of Charlotte; Garry D Bruton, Texas Christian U.; Andrew Zacharakis, Babson College; Lowell W. Busenitz, U. of Oklahoma

36 → SPDW: (IM, AAM, BPS, ITC) Doing Business Research In Emerging Economies

3:30pm - 5:30pm Atlanta Marriott Marquis: International 3

An experienced panel will discuss the data issues in conducting research in emerging economies.

Organizer: Joan D Penner-Hahn, Wayne State U. Moderator: Joan D Penner-Hahn, Wayne State U.

Presenters: Eric WK Tsang, Wayne State U.; Eduardo Kazuo Kavo. U. Presbiteriana Mackenzie: Livia Markoczv. U. of Texas. Dallas: Aldas Kriauciunas. Purdue U.: Nandini Lahiri. Indian School of Business

Friday 4:00PM

37 ■SPDW: (GDO, CAR, MED) Diversity in Action

4:00pm - 5:30pm Hyatt Regency Atlanta: Lenox

Open: no restriction

Organizer: Kristena Payne Gaylor, Belhaven College

Presenters: Aleta Crawford Alli, U. of Mississippi, Tupelo; Lena Rodriguez, San Diego State U.; Gwendolyn Whitfield, Pepperdine

U.

38 □ • → ■SPDW: (MC, ODC, PTC, ITC) Working with Multiple Perspectives on Change

4:00pm - 7:00pm Hyatt Regency Atlanta: Inman Fee to attend - see http://uwf.edu/mcd/

Presenters: Leon De Caluwe, Free U., Twynstra; Hans Vermaak,

Twynstra Management Consultants

Friday 4:15PM

39 ■SPDW: (BPS, OMT, RM) Resources, Capabilities & Competitive Heterogeneity: Empirical Research Workshop For Junior Scholars

4:15pm - 6:30pm Atlanta Marriott Marquis: Marquis - Salon IV
Doctoral students and junior faculty are invited to submit empirical
working papers (following AOM paper submission guidelines).
Organizer: Craig E. Armstrong, U. of Texas, San Antonio
Facilitator: Paul L. Drnevich, Purdue U., West Lafayette
Discussants: Catherine A Maritan, Syracuse U.; Michael J
Leiblein, Ohio State U.; Glenn Hoetker, U. of Illinois, UrbanaChampaign; Tammy L. Madsen, Santa Clara U.; Laura Poppo,
Virginia Tech; Douglas J. Miller, Tulane U.; Thomas Mellewigt, U.
of Paderborn

Coordinator: Katja Nothnagel, U. of Paderborn

Friday 5:00PM

40 : (AAA) New Member Orientation

5:00pm - 6:30pm Hyatt Regency Atlanta: Spring

All new Academy members are invited to get acquainted with the ins and outs of the Academy and to learn how to become an active member. The meeting will be followed by an opportunity to interact casually with your fellow new members and with members of the Academy's Membership Committee during an informal group dinner outing to nearby restaurants. A tentative head count is needed for both the meeting and dinner outing. Please contact Stephanie Henagan (shenagan@niu.edu) if you would like to attend one or both.

Organizer: Regina Greenwood, Kettering U.

41 (MED) MED PDW Welcoming Reception

5:00pm - 7:00pm Hyatt Regency Atlanta: Hanover E

Host: Alvin Hwang, Pace U.

42 →: (SIM) Social Issues In Management (SIM) Doctoral Consortium

5:00pm - 7:00pm Hilton Atlanta: Monroe

Application and registration required - Apply at SIM website http://www.simdivision.org by May 15, 2006.

Organizers: Andrew Crane, Nottingham U.; Judith A. Clair, Boston College

Presenters: James Weber, Duquesne U.; Domenec Mele, U. of Navarra; Kathleen Rehbein, Marquette U.; Bryan W Husted, Tecnológico de Monterrey/Instituto de Empresa

Friday 5:30PM

43: (CM) Doctoral Student Consortium

5:30pm - 7:30pm Hyatt Regency Atlanta: Vinings

Pre-registration required.

Organizer: Thomas M Tripp, Washington State U.

Presenters: Max H Bazerman, Harvard U.; David De Cremer, Tilburg U.; Barbara Gray, Pennsylvania State U.; Karen A. Jehn, Leiden U.; Martin J Kilduff, Pennsylvania State U.; Roy J. Lewicki, Ohio State U.; Judi McLean Parks, Washington U. in St. Louis; Debra L. Shapiro, U. of Maryland; Sim B. Sitkin, Duke U.

44 □ ○ •: (MSR) MSR Doctoral Student and Junior Faculty Consortium

5:30pm - 9:00pm Hilton Atlanta: Gwinnett

Organizers: John E Young, U. of New Mexico; David A. Cowan,

Miami U.

Friday 6:00PM

45 : (BPS) BPS Doctoral Consortium

6:00pm - 9:00pm Atlanta Marriott Marquis: Marquis - Salon I Please contact Jan Rivkin, jrivkin@hbs.edu Chair: Tammy L. Madsen, Santa Clara U.

Discussants: Joel A.C. Baum, U. of Toronto; Yves Doz, INSEAD; Donald C. Hambrick, Pennsylvania State U.; Riitta Katila, Stanford

U; Jack A Nickerson, Washington U.; Margaret Peteraf, Dartmouth College; Minyuan Zhao, U. of Minnesota

Coordinator: Jan W. Rivkin, Harvard U. Presenter: Ming-Jer Chen, U. of Virginia

46: (ICW) Nova Southeastern University Wine and Cheese Reception

6:00pm - 6:45pm Hilton Atlanta: Club Room

Organizer: Jane Whitney Gibson, Nova Southeastern U.

47 →: (IM) Welcome to the IMD and Road Map to the IMD Sessions at the Academy

6:00pm - 7:00pm Atlanta Marriott Marquis: Copenhagen & Stockholm Please join us for an overview of the International Management Division sessions. It is also an opportunity to meet other IMD officers and members.

48: (NDSC) New Doctoral Student Happy Hour

6:00pm - 8:00pm Off Site: Max Lager's in the Tavern Area

This session will take place at Max Lager's in the Tavern Area (320

Peachtree - one block north of the Hyatt Regency).

Organizers: Emily S. Block, U. of Illinois, Urbana-Champaign; Elizabeth Carroll, Binghamton U.; Rich DeJordy, Boston College; Raj V Mahto, U. of Memphis; Maria Catharine Schilpzand,

Georgia Institute of Technology; Pamela K. Steverson, U. of Memphis

Professional Development Workshop Chair: Laura Erskine, U. of Southern California

49 : (OB) OB Junior Faculty Consortium - Reception

6:00pm - 6:30pm Hyatt Regency Atlanta: Hanover C *Organizer:* **Russell Cropanzano**, U. of Arizona

50 ©: (OB) Organizational Behavior Division Doctoral Student Consortium Reception

6:00pm - 8:00pm Hyatt Regency Atlanta: Hanover D

Organizer: Daniel Skarlicki. U. of British Columbia

Presenter: Anne O'Leary-Kelly, U. of Arkansas

51: (OCIS) OCIS Doctoral Consortium

6:00pm - 8:00pm Atlanta Marriott Marquis: Imperial - Consulate

By application only.

Organizer: Paul Hart, Florida Atlantic U.

Presenters: Gordon B Davis, U. of Minnesota; Andrea Hollingshead, U. of Southern California; Elena Karahanna, University of Georgia; Sia Siew Kien, Nanyang Technological

University; Michael Boyer O'Leary, Boston College

52: (OMT) OMT Junior Faculty Consortium

6:00pm - 9:00pm Atlanta Marriott Marguis: International 7

Registration Fee: \$75. Prior Registration Required. Please contact organizers.

Organizers: Christine Beckman, U. of California, Irvine; Marc-

David L Seidel. U. of British Columbia

53 SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral

Students Consortium

6:00pm - 9:00pm Atlanta Marriott Marguis: International 8

Pre-registration required.

Organizers: Mary Tripsas, Harvard Business School; Ram

Tenkasi, Benedictine U.; Cynthia G Emrich, College of William and

Mary: Pablo Martin De Holan, IE and INCAE

Presenters: J Stuart Bunderson, Washington U.; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Thomas G. Cummings, U. of Southern California: C. Marlena Fiol. U. of Colorado, Denver; Gerard P. Hodgkinson, U. of Leeds; George P Huber, U. of Texas, Austin; Karen Jansen, U of Virginia; Michael Lounsbury, Alberta U.; Sharon F. Matusik, U. of Colorado, Boulder; Elaine Romanelli, Georgetown U.; George Roth, Massachusetts Institute of Technology; Sim B. Sitkin, Duke U.; Toby E. Stuart, Columbia U.; Richard W Woodman, Texas A&M U.

Friday 6:30PM

54: (OB) OB Junior Faculty Dinner

6:30pm - 7:30pm Hyatt Regency Atlanta: Hanover C Organizer: Russell Cropanzano, U. of Arizona

Friday 6:45PM

55: (ICW) The Management Faculty of Color

Association(MFCA)Social

6:45pm - 7:45pm Atlanta Marriott Marquis: Chablis

Organizer: Olenda E Johnson, North Carolina A&T State U.

56: (ICW) Nova Southeastern University Meeting

6:45pm - 8:00pm Hilton Atlanta: Club Room

Nova SE U. Doctoral students reception with meeting to follow. Organizer: Jane Whitney Gibson, Nova Southeastern U.

Friday 7:00PM

57 →: (IM) Dinner on the Town with IMD Executive **Committee Members**

7:00pm - 9:00pm Off Site: IMD

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

Friday 7:30PM

58: (OB) OB Junior Faculty Consortium: Conducting **High-Impact Research**

7:30pm - 9:00pm Hyatt Regency Atlanta: Hanover C Organizer: Russell Cropanzano, U. of Arizona

Presenters: Robert Bies, Georgetown U.; Joel Brockner, Columbia

U.; Robert C Liden, U. of Illinois, Chicago

Saturday 7:00AM

59 **⊚**: (MSR) Meditation Session I

7:00am - 8:00am Hilton Atlanta: Gwinnett

Facilitator: Gerald Biberman, U. of Scranton

Saturday 7:30AM

7:30am - 5:30pm Hyatt Regency Atlanta: Hanover D

Registration deadline is June 1, 2006. The doctoral student's faculty advisor should e-mail Jason Shaw at idshaw@uky.edu to nominate

Organizers: Jason D. Shaw, U. of Kentucky; David G. Allen, U. of Memphis; Amy L. Kristof-Brown, U. of Iowa Kevnote Speaker: Thomas W. Lee, U. of Washington Participants: Michael Wesson, Texas A&M U.; Suzanne S. Masterson, U. of Cincinnati; Hetty Van Emmerik, Utrecht U.; D. Brent Smith, Rice U.: Brian R. Dineen, U. of Kentucky: Sean Alexander Way, Chinese University of Hong Kong; Scott Seibert, Melbourne Business School; Eric M. Stark, James Madison U.; Kenneth G. Brown, U. of Iowa; John E. Delery, U. of Arkansas; Timothy M. Gardner, Brigham Young U.: Paul Boselie, Tilburg U.: Michelle K. Duffy, U. of Kentucky; Bennett J. Tepper, Georgia State U.; David P Lepak, Rutgers U.; Howard J Klein, Ohio State U.; Kevin Mossholder, Louisiana State U.; Marcus W. Dickson, Wayne State U.; Orlando C. Richard, U. of Texas, Dallas; Charlie O. Trevor, University of Wisconsin-Madison; Quinetta M. Roberson, Cornell U.; Martha C. Andrews, U. of North Carolina-Wilmington; Paul E. Tesluk, U. of Maryland; Charles A. Pierce, U. of Memphis; James C. Hayton, Bocconi U.; Eric Heggestad, U. of North Carolina- Charlotte; Caren Goldberg, American U.; Brooks C. Holtom, Georgetown U.

Saturday 8:00AM

61: (AAA) Membership Committee Opening Meeting & **Breakfast**

8:00am - 10:00am Atlanta Marriott Marquis: Chardonnay Organizer: Regina Greenwood, Kettering U.

62: (AAA) Atlanta 2006, LAC

8:00am - 11:00pm Hyatt Regency Atlanta: Chicago C

Local Arrangements Chairs: William P Galle, U. of New Orleans;

Erich Brockmann, U. of New Orleans

63: (AAA) Placement Services

9:00am - 4:00pm Hyatt Regency Atlanta: Harris

Placement Services - Registration and Information

Organizer: Scott C. Douglas, U. of Montana

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

8:00am - 9:30am Hyatt Regency Atlanta: Kennesaw

Organizer: Scott C. Douglas, U. of Montana

65: (AAA) Conference Registration

8:00am - 6:00pm Hyatt Regency Atlanta: Pre-function Area - Reg. Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

66 (BPS) BPS Doctoral Consortium

8:00am - 5:00pm Atlanta Marriott Marguis: Marguis - Salon I

Preregistration required.Please contact Jan Rivkin jrivkin@hbs.edu

Chair: Tammy L. Madsen, Santa Clara U.

Discussants: Joel A.C. Baum, U. of Toronto; Yves Doz, INSEAD;

Donald C. Hambrick, Pennsylvania State U.; Riitta Katila, Stanford U; Jack A Nickerson, Washington U.; Margaret Peteraf,

Dartmouth College; Minyuan Zhao, U. of Minnesota

Coordinator: Jan W. Rivkin, Harvard U. Presenter: Ming-Jer Chen, U. of Virginia

67: (BPS) BPS New Faculty Consortium

8:00am - 5:00pm Atlanta Marriott Marquis: Marquis - Salon II

Organizer: Mason A Carpenter, U. of Wisconsin, Madison Facilitators: Melissa Schilling, New York U.; Pratima Bansal, U. of Western Ontario; Timothy Michael Devinney, Australian Graduate School of Management; Marta A Geletkanycz, Boston College; Peggy M. Lee, Arizona State U.: Laurie Milton, U. of Calgary/U. of Western Ontario; Tim Pollock, Pennsylvania State U.; Wm Gerard Sanders, Brigham Young U.; H Kevin Steensma, U. of

Washington; Anja C. Tuschke, U. of Passau

68 □ • (CMS) CMS Doctoral Consortium

8:00am - 5:00pm Hyatt Regency Atlanta: Hanover G

Exploring what it means to be critical.

Program Coordinators: Terrance G. Weatherbee, Acadia U.; Hanne Skarstol Jostensen, Massey U.; Armin Beverungen, Leicester U.

Presenters: Ann L Cunliffe, U. of New Mexico; Albert J. Mills, St. Mary's U.; Jean Helms Mills, St. Mary's U.; Stewart Clegg, U. of Technology, Sydney

69 (ENT) Award Winning Entrepreneurship Professors Share Knowledge & Wisdom about Teaching Entrepreneurship

8:00am - 10:00am Atlanta Marriott Marquis: Champagne

Open, no restriction on participation

Organizer: Robert S D'Intino. Rowan U.

Chair: Robert S D'Intino, Rowan U.

Presenters: Thomas J Dean, U. of Colorado, Boulder; Kevin George Hindle, Swinburne U. of Technology; Stanley W Mandel, Wake Forest U.; Andrew C. Corbett, Rensselaer Polytechnic Institute; Minet Schindehutte, Syracuse U.; Kelly G Shaver, College of Charleston; Connie Marie Gaglio, San Francisco State

70: (ENT) ENT New Faculty Consortium

8:00am - 5:00pm Off Site: Georgia Tech U

This session continues on Sunday, 8 am – 12 pm at the Atlanta Marriott Marquis, Room: Cluster 2-Magnolia. Pre-registration required. Please contact one of the organizers for more information. Organizers: William B. Gartner, Clemson U.; Andrew C. Corbett, Rensselaer Polytechnic Institute

71: (ENT) ENT Doctoral Student Consortium

8:00am - 5:00pm Off Site: Georgia Tech U.

This session continues on Sunday, 8 am – 12 pm at the Atlanta Marriott Marguis, Room: Cluster 2-Magnolia. Pre-registration required. Please contact one of the organizers for more information. Organizers: G. T. Lumpkin, Texas Tech U.; Jeff Covin, Indiana U.

72 (GDO) Gender and Diversity in Organizations **Doctoral Student Consortium**

8:00am - 5:00pm Hyatt Regency Atlanta: Piedmont

☐ Teaching-oriented | ©Management Practice-oriented | →International-oriented | ●Theme-oriented | ● Visual Presentation | Description | Description |

GDO membership is not required; pre-registration is required. CMS is co-sponsoring 1 hr. Contact Jeanie Forray (jforray@wnec.edu) for

Organizer: Jeanie M. Forray, Western New England College Presenters: Yvonne Benschop, Radboud U., Nijmegen; Diane Bergeron, Teachers College, Columbia U.; Lynn Bowes-Sperry, Western New England College: Marta B. Calas. U. of Massachusetts, Amherst: **Douglas Creed**, U. of Rhode Island: Bernardo M. Ferdman, Alliant International U.; Roy Stager Jacques, Auckland U. of Technology; Ellen E. Kossek, Michigan State U.: Stephen A. Linstead, U. of York: Beverly Dawn Metcalfe, Hull U.; Linda Smircich, U. of Massachusetts, Amherst; Robyn Thomas, Cardiff U.

73 SPDW: (GDO, MSR, SIM, HCM, OM) Katrina: Social **Issues Raised by Natural Disasters**

8:00am - 9:30am Atlanta Marriott Marquis: Cluster 1 - Amsterdam Facilitator: Ceasar Douglas, Florida State U. Presenters: Kecia M. Thomas, U. of Georgia; Bernardo M. Ferdman, Alliant International U.; James E. King, U. of Alabama, Tuscaloosa; Ken Pence, Vanderbilt U.; Tony Brown, Vanderbilt U.

74 (GDO, OB, CMS, BPS) Rethinking, Reformulating, and Redefining the Past, Present, and Future of Racioethnic Scholarship

8:00am - 12:00pm Hyatt Regency Atlanta: Lenox Open, although pre-registration is preferred.

Contact:lroberts@hbs.edu

Organizers: Atira Cherise Charles, Arizona State U.; Laura Morgan Roberts, Harvard U.

Presenters: Stella M. Nkomo, U. of South Africa; Stacy Blake-Beard, Simmons College; Martin N. Davidson, U. of Virginia

75: (HCM) HCM PDW Continental Breakfast

8:00am - 8:30am Hilton Atlanta: Jackson

Organizer: Christy Harris Lemak, U. of Florida

76: (IAM) Entrepreneurship and the Transfer and Appropriation of Knowledge Benefits Resulting from Entrepreneu

8:00am - 10:00am Hilton Atlanta: Carter

77 •: (IAM) Knowledge, Action, and the Public Concern in Iberoamerican Societies & Culture

8:00am - 10:00am Hilton Atlanta: Embassy Room

78 □ • → SPDW: (ITC, MSR, ENT, SIM, PTC) Spiritual **Entrepreneurship in the Learning Organization**

8:00am - 11:00am Hilton Atlanta: Crystal Ballroom C & D Open participation. Cross-cultural PDW symposium on Eastern & Western approaches to Spiritual Entrepreneurship Organizer: Arthur L. Jue, U. of Phoenix

Presenters: Ernest D. Chu, Religious Science Intern'l; Ramnath Narayanswamy, Indian Institute of Management, Bangalore; Kathryn Goldman Schuyler, Alliant International U.; Mark P Kriger, Norwegian School of Management; Kay Rudisill, University of Phoenix; John E Young, U. of New Mexico; Sanjoy Mukherjee, Indian Institute of Management, Calcutta; Sheriffe Khan, SEVA Consulting LTD

79 □ • → •: (MC) Knowledge/Action Doctoral Colloquium(2): Advice for Executive, Practitioner, & **Traditional Students**

8:00am - 11:15am Hilton Atlanta: Crystal Ballroom A & F Application and pre-registration required - see http://uwf.edu/mcd/Continued from session 25.

Organizers: Kay Davis, Pepperdine U.; Therese F Yaeger,

Benedictine U.

Presenters: Daphne DePorres, Universidad de Monterrey; Jyotsna Sanzgiri, Alliant International U.; Bruce Hanson, Concordia University Irvine; Richard Kettner-Polley, Colorado Technical University; Margaret D Gorman, George Washington U.; Susan Mary Vinnicombe, Cranfield U.; Kenneth Murrell, Pepperdine U.; Kent Rhodes, Pepperdine U.

80 ■SPDW: (MED, CMS, MOC, SIM, MSR, MC) Faculty

Ethics: Issues, Challenges, and Solutions

8:00am - 9:30am Hyatt Regency Atlanta: Spring

Organizers: Susan R. Madsen, Utah Valley State College; James H Davis. Notre Dame

81 SPDW: (MED, TTC, OM) Using "Second Generation" E-Learning For Supporting Action-Based Management

8:00am - 9:30am Hyatt Regency Atlanta: Techwood Chair: Jean Adams, Schulich School of Business, York University

82 ©: (OB) Organizational Behavior Division Doctoral Student Consortium

8:00am - 5:00pm Hyatt Regency Atlanta: Hanover C Organizer: Daniel Skarlicki, U. of British Columbia Presenters: Mel Fugate, Southern Methodist U.; Oana Branzei, Schulich School of Business; Gary P Latham, U. of Toronto; Benjamin Schneider, Not Specified; Jone L. Pearce, U. of California, Irvine; Susan J Ashford, U. of Michigan; Walter Nord, U. of South Florida; Randall B Dunham, U. of Wisconsin, Madison; William H Glick, Rice University; Audrey Korsgaard, U. of South Carolina; Donald L Ferrin, Singapore Management U.

83: (OB) OB Junior Faculty Consortium: Working on Research Projects

8:00am - 12:00pm Hyatt Regency Atlanta: Vinings Presenter: Russell Cropanzano, U. of Arizona

84 (OM) Using Simulation To Enhance Operations Mangement Education

8:00am - 9:30am Atlanta Marriott Marquis: Cluster 1 - Quebec Organizers: Eric C. Jackson, Penn State Erie U.; Peter B Southard, Penn State Erie U.

85 : (OMT) OMT Junior Faculty Consortium

8:00am - 5:00pm Atlanta Marriott Marquis: International 7 Registration Fee: \$75. Application required. Please contact organizers.

Organizers: Christine Beckman, U. of California, Irvine; Marc-David L Seidel, U. of British Columbia

Presenters: Beth Bechky, U. of California, Davis; Stewart Clegg, U. of Technology, Sydney; Rick Delbridge, Cardiff U.; Lex **Donaldson**, Australian Graduate School of Management; **Kathleen** M. Eisenhardt, Stanford U; Henrich R. Greve, Norwegian School of Management; Candace Jones, Boston College; Theresa K Lant, New York U.; William Ocasio, Northwestern U.; Ray Reagans,

Columbia U.; Michael L. Tushman, Harvard U.; James P Walsh, U. of Michigan, Ann Arbor; Marvin Washington, U. Alberta

86 SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Students Consortium

8:00am - 5:00pm Atlanta Marriott Marquis: International 8

Pre-registration required.

Organizers: Mary Tripsas, Harvard Business School; Ram Tenkasi, Benedictine U.; Cynthia G Emrich, College of William and Mary; Pablo Martin De Holan, IE and INCAE

Presenters: Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Thomas G. Cummings, U. of Southern California; C. Marlena Fiol, U. of Colorado, Denver; Gerard P. Hodgkinson, U. of Leeds; George P Huber, U. of Texas, Austin; Karen Jansen, U of Virginia; Michael Lounsbury, Alberta U.; Sharon F. Matusik, U. of Colorado, Boulder; Elaine Romanelli, Georgetown U.; George Roth, Massachusetts Institute of Technology; Toby E. Stuart, Columbia U.; Richard W Woodman, Texas A&M U.

87 ☐ ● SPDW: (ONE, ODC) Why The Business Case For Sustainability Is Not Enough: Insights From The Humanities for Org. change

8:00am - 10:00am Hilton Atlanta: DeKalb

Organizer: Elizabeth C. Kurucz, York U.

Presenters: David Wheeler, Dalhousie U.; Barry A. Colbert, York

U.; Elizabeth C. Kurucz, York U.

88 © SPDW: (PTC, BPS, ODC, SIM, ONE, PNP, IM, CMS, HR, HCM) Sustainable Practice Action Research Community (SPARC) Workshop

8:00am - 5:00pm Atlanta Marriott Marquis: Cluster 5 - Riviera Workshop is an action learning venue for academics and practitioners from mulitiple sectors to using action-research processes.

89 SPDW: (RM, BPS, ITC, MC) Bridging the Gap Between Quantitative and Qualitative Methods: The Qualimetrics Methodology

8:00am - 9:00am Atlanta Marriott Marquis: Cluster 3 - Sydney Organizer: **Henri Savall**, ISEOR, U. of Lyon 3

Presenters: Marc Bonnet, ISEOR, U. of Lyon 3; Laurent Cappelletti, ISEOR, U. of Lyon 3; Michel Peron, ISEOR / U. of Paris Sorbonne; Veronique Zardet, ISEOR, U. of Lyon 3

90 →: (SIM) Social Issues In Management (SIM) Doctoral Consortium

8:00am - 5:00pm Hilton Atlanta: Monroe

Application/registration required. Apply at SIM website

http://www.simdivision.org

Organizer: Judith A. Clair, Boston College Chair: Andrew Crane, Nottingham U.

Presenters: Dawn R Elm, U. of St. Thomas; Virginia Gerde, Duquesne U.; Thomas J. Donaldson, U. of Pennsylvania; Daniel Greening, U. of Missouri, Columbia; Jennifer J Griffin, George Washington U.; Pursey Heugens, RSM Erasmus Univ.; Kai N. Hockerts, Copenhagen Business School; Morten Huse, Norwegian

Hockerts, Copenhagen Business School; Morten Huse, Norwegia School of Management; Jeffrey Lenn, George Washington U.; Jeanne M Logsdon, U. of New Mexico; John F Mahon, U. of Maine; Tammy MacLean, Suffolk U.; Lori Verstegen Ryan, San Diego State University; Sara L Rynes, U. of Iowa; Kelly Strong,

lowa State U.; Gary R Weaver, U. of Delaware; David A. Whetten, Brigham Young U.; Lawrence J Lad, Butler U.; Dirk Matten, Royal Holloway, U of London; Laura J. Spence, Brunel U.; James R Bailey, George Washington U.; Sandra Waddock, Boston College; Michael E Johnson-Cramer, Bucknell U.; James P Walsh, U. of Michigan, Ann Arbor; Craig Dunn, San Diego State U.

91 ■SPDW: (SIM, OB, MOC, BPS) Behavioral Ethics Research Incubator

8:00am - 12:00pm Hilton Atlanta: Roosevelt

Preregistration required. Pre-register by emailing the organizer at rfolger@bus.ucf.edu by May 1, 2006

Organizer: Robert Folger, U. of Central Florida

Facilitators: Roy J. Lewicki, Ohio State U.; Karl Aquino, U. of British Columbia; Bennett J. Tepper, Georgia State U.; Michael E. Brown, Pennsylvania State U., Erie; Ann Tenbrunsel, U. of Notre Dame; Marshall Schminke, U. of Central Florida; Douglas R May, U. of Kansas; Scott J. Reynolds, U. of Washington; James Weber, Duquesne U.

92 SPDW: (TTC, BPS, MC, MED, OCIS, CAR) Scientist And Educator: Integrating Our Divided Roles

8:00am - 10:30am Atlanta Marriott Marquis: Cluster 1 - Copenhagen This PDW will focus on understanding the divide between our roles as scholars and educators as a springboard for understanding the broader problem.

Presenters: Jone L. Pearce, U. of California, Irvine; Allen Bluedorn, U. of Missouri, Columbia; Gerard Beenen, Carnegie Mellon University; Denise M Rousseau, Carnegie Mellon University

Saturday 8:30AM

93 ♥ ■SPDW: (BPS, HR, OMT) Scholars And Practitioners: Advancing Theory And Practice Through Symbiotic Relationships

8:30am - 11:00am Atlanta Marriott Marquis: International 2

Email Jeffrey Martin at jeffrey.martin@mccombs.utexas.edu or Etan Lasry at eytan@yorku.ca to register

Organizers: Jeffrey A. Martin, U. of Texas, Austin; Eytan Lasry, York U.; Majken Schultz, Copenhagen Business School Participants: Richard M Burton, Duke U.; Sydney Finkelstein, Dartmouth College; Larry E Greiner, U. of Southern California; Philip H Mirvis, Independent Consultant; Sonja Sackmann, U. Bundeswehr, Munich; Majken Schultz, Copenhagen Business School; Ray Zammuto, U. of Melbourne

94 **■**: (GDO) Coalition for Faculty Diversity Research Publishing Workshop

8:30am - 12:00pm Hyatt Regency Atlanta: Inman

Pre-registration required: Contact Raymond Trau at raymond.trau@deakin.edu.au. Innovative format with actual reviewer input.

Organizer: Raymond Nam Cam Trau, Deakin U. Chairs: Robin Ely, Harvard U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

Discussants: Jean M. Bartunek, Boston College; Douglas Creed, U. of Rhode Island; Marta M. Elvira, Lexington College; David A. Harrison, Pennsylvania State U.; Charmine E. J. Hartel, Monash U., Clayton; Michelle R. Hebl, Rice U.; Alison Konrad, U. of Western Ontario; David A. Kravitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Stella M. Nkomo, U. of

South Africa; Anne S. Tsui, Arizona State U.; Roy Stager Jacques, Auckland U. of Technology; Elaine Yakura, Michigan State U.

95 □: (HCM) Tactics for Teaching Excellence: Low and High Tech Tools

8:30am - 10:00am Hilton Atlanta: Jackson

Organizer: Reid Oetjen, U. of North Florida

Presenters: Alison Evans Cuellar, Columbia U.; Kevin J Valadares, U. of Southern Indiana; Dawn Oetjen, U. of Central

Florida; Reid Oetjen, U. of North Florida

96 : (HCM) Qualitative Research: The Agony and the Ecstasv

8:30am - 10:00am Hilton Atlanta: Madison

Organizer: Barbara Bigelow, Clark University

Presenters: Timothy Hoff, State U. of New York, Albany; Eric W. Ford, Texas Tech U.; Louise Fitzgerald, De Montfort U.; Margarete Arndt, Clark University; Ewan Ferlie, Royal Holloway College, U. of London; Barbara Bigelow, Clark University

97 SPDW: (HR, MC, BPS, MED) How To Incorporate HR Metrics Into Undergraduate And Graduate Courses

8:30am - 12:30pm Hyatt Regency Atlanta: Manila

Pre-registration recommended. E-mail tansky_1@cob.osu.edu.

Organizer: Judith W. Tansky, Ohio State U. Facilitator: Holly Burkett, Evaluation Works

Presenter: Pat Lynch, HR Value

98 →: (IM) IMD Doctoral Student Consortium I

8:30am - 12:00pm Atlanta Marriott Marquis: International B

Email Mary Zellmer-Bruhn (mzellmer-bruhn@csom.umn.edu) with a nomination letter from advisor, 1-pg CV & 1-pg description of dissertation by May 15.

Organizer: Mary Zellmer-Bruhn, U. of Minnesota

Presenters: J Myles Shaver, U. of Minnesota; Alvaro Cuervo-Cazurra, U. of South Carolina; Cristina Gibson, U. of California, Irvine; Mary Yoko Brannen, San Jose State U.; Subramanian Rangan, INSEAD; Heather Berry, U. of Pennsylvania

99 >: (IM) IMD Junior Faculty Consortium I

8:30am - 12:00pm Atlanta Marriott Marquis: International C To apply, email Prof. Mike Peng, c/o: Kenny Oh at kennyoh64@yahoo.com, with a 2-pg CV and a 1-pg career statement by May 15.

Organizer: Mike Peng, U. of Texas at Dallas

Presenters: David Ahlstrom, Chinese University of Hong Kong; Lance Brouthers, U. of Texas at El Paso; Andrew Delios, National U. of Singapore; Michael A. Hitt, Texas A&M U., College Station; Klaus Meyer, U. of Reading; Sheila M. Puffer, Northeastern U.; Alan M Rugman, Indiana U.; Jane E. Salk, U. of Texas at Dallas

100 ⊕→ SPDW: (MC, CAR, ODC, PTC, ITC) Facilitating Trans-Generational Issues in Family Owned Companies

8:30am - 11:15am Hyatt Regency Atlanta: Montreal Fee to attend - see http://uwf.edu/mcd/

Coordinator: Terry R Armstrong, Georgetown U.

Presenters: Tim Donovan, Avery Group; Henri Savall, ISEOR, U.

of Lyon 3; Marc Bonnet, ISEOR, U. of Lyon 3

101 □ • (MSR) MSR Doctoral Student and New Faculty Consortium

8:30am - 11:45am Hilton Atlanta: Gwinnett

Organizers: John E Young, U. of New Mexico; David A. Cowan, Miami U.

102 SPDW: (OMT, BPS, OB, RM, CM) Theoretical And Empirical Applications Of Social Network Analysis

8:30am - 11:30am Atlanta Marriott Marquis: International 4

Pre-registration required. Register by e-mailing a brief description of research interests specific to network analysis to Jonathan Johnson Organizer; **Jonathan Lewis Johnson**. U. of Arkansas

Coordinators: Daniel J Brass, U. of Kentucky; Giuseppe Labianca, Emory U.

Presenters: Stephen P Borgatti, Boston College; Ronald S. Burt, U. of Chicago; Robert L. Cross, U. of Virginia; David Krackhardt, Carnegie Mellon University; Martin Gargiulo, INSEAD; Ajay Mehra, U. of Cincinnati

103 SPDW: (RM, OB, OMT, TIM, BPS, ODC, OM) Process Research Workshop I: A Spectrum of Methods

8:30am - 11:30am Atlanta Marriott Marquis: Cluster 3 - Bonn
Pre-registration required by contacting Chuck Pierce at
capierce@memphis.edu. There is a \$15 fee for non members of
RM

Organizer: Andrew H. Van de Ven, U. of Minnesota

Presenters: Kevin Dooley, Arizona State U.; Ann Langley, HEC Montreal; Brian T Pentland, Michigan State U.; Andrew M Pettigrew, U. of Bath; Daniel Robey, Georgia State U.; Andrew H. Van de Ven. U. of Minnesota

Saturday 9:00AM

104: (AAA) Board of Governors' Meeting (Breakout)

9:00am - 4:00pm Atlanta Marriott Marquis: Cluster 4 - Danube

Organizer: Thomas G. Cummings, U. of Southern California

105: (AAA) Board of Governors' Meeting

9:00am - 4:00pm Atlanta Marriott Marquis: Cluster 4 - Yukon

Organizer: Thomas G. Cummings, U. of Southern California

106 SPDW: (BPS, MOC) Strategy and Identity: Linking Rational And Emotional Factors In Strategy Making

9:00am - 11:45am Atlanta Marriott Marquis: Cluster 5 - South Hampton Organizer: Olaf Rughase. Schindl Rughase Partners

Discussants: Anne S. Huff, Technische U., München; Yolanda A

Sarason, Colorado State University

Presenters: Olaf Rughase, Schindl Rughase Partners; Franz Liebl,

Berlin University of the Arts

Participant: Barbara Kruse, Witten/Herdecke U.

107 ■SPDW: (BPS, OCIS, OMT, TIM) Digital Transformations: A Multi-Level Approach To Better Understand The Impact Of Information

9:00am - 12:00pm Atlanta Marriott Marquis: International 1

Preregistration required through a web-site, hosted at the proposing institutions' website; research materials to be available prior to the meeting.

Discussants: Richard N. Langlois, U. of Connecticut; Lorin Hitt, Wharton, U. of Penn

Presenters: Michael G Jacobides, London Business School; Fernando Suarez, Boston U.; Leornard Waverman, London Business School; Stephan Billinger, London Business School; Gianvito Lanzolla, Cass Business School; Virginia Acha, SPRU -University of Sussex

108: (CM) CM Doctoral Student Consortium

9:00am - 5:00pm Hyatt Regency Atlanta: Hanover F

Pre-registration Required

Organizer: Thomas M Tripp, Washington State U.

Presenters: Max H Bazerman, Harvard U.; Barbara Gray,

Pennsylvania State U.; Karen A. Jehn, Leiden U.; Martin J Kilduff,

Pennsylvania State U.; Roy J. Lewicki, Ohio State U.; Judi

McLean Parks, Washington U. in St. Louis; Debra L. Shapiro, U. of Maryland; Sim B. Sitkin, Duke U.; David De Cremer, Tilburg U.

109 ☐: (ENT) Passionate Approaches to Learning (and Teaching) Entrepreneurship

9:00am - 10:45am Atlanta Marriott Marquis: Cluster 2 - Magnolia

Open, no restriction on participation

Organizer: Barbara Jean Bird, American U.

Presenters: Andrew C. Corbett, Rensselaer Polytechnic Institute; Dawn R. DeTienne, Utah State U.; J. Robert Mitchell, Indiana U.;

Jeffery S. McMullen, Baylor U.

110 SPDW: (HR, OB, ENT) Integrating HR/OB And Entrepreneurship: A Research Incubator

9:00am - 12:00pm Hyatt Regency Atlanta: Singapore Pre-Registration required. Register by e-mailing

iames.havton@unibocconi.it.

Organizers: James C. Hayton, Bocconi U.; Melissa S. Cardon,

Pace U.

Speakers: Shaker A. Zahra, U. of Minnesota; Robert Baron,

Rensselaer Polytechnic Institute

Presenters: Gaylen N. Chandler, Utah State U.; David B. Balkin, U. of Colorado, Boulder; Igor Filatotchev, King's College London

111 �→ ● SPDW: (ITC, IM, HR, CAR, GDO, ENT, PTC) Polar Winds to Tropical Breezes: Developing Training Modules for Women Managers and Entrepreneurs

9:00am - 12:00pm Hilton Atlanta: Council/Cabinet Room *Pre-registration is requested to the organizers*.

Organizers: Terri R Lituchy, Concordia University; Ann Gregory,

Memorial U. of Newfoundland

Presenters: Jo Ann Duffy, Sam Houston State University; Suzy Fox, Loyola U. Chicago; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey; Betty Jane Punnett, U of West Indies

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

9:00am - 9:50am Hilton Atlanta: State Room

Organizer: Regina Greenwood, Kettering U.

Presenters: Alfred A. Bolton, Averett U.; Laquita C Blockson, College of Charleston; Jane Whitney Gibson, Nova Southeastern U.; Franz T Lohrke, U. of Alabama; Morten Huse, Norwegian School of Management

113 © SPDW: (MSR, MED, BPS) Art As A Reflective Tool In Management Education

9:00am - 11:00am Hilton Atlanta: Douglas

Presenters: **Kathryn Pavlovich**, U. of Waikato; **Keiko Krahnke**, U. of Northern Colorado; **Ramnath Narayanswamy**, Indian Institute of Management, Bangalore

114: (NDSC) New Doctoral Student Consortium

9:00am - 5:00pm Hyatt Regency Atlanta: Regency V

Sponsored by: esmt - European School of Management and Technology. Pre-Registration is required and is available on the

NDSC webpage http://groups.aomonline.org/ndsc/ or contact Pamela Steverson at ndsc 06@yahoo.com.

Organizers: Emily S. Block, U. of Illinois, Urbana-Champaign; Elizabeth Carroll, Binghamton U.; Rich DeJordy, Boston College; Raj V Mahto, U. of Memphis; Maria Catharine Schilpzand, Georgia Institute of Technology; Pamela K. Steverson, U. of Memphis

Professional Development Workshop Chair: Laura Erskine, U. of Southern California

Keynote Speaker: Thomas W. Lee, U. of Washington Speakers: Herman Aguinis, U. of Colorado, Denver; Allen Amason, U. of Georgia; Arthur G. Bedeian, Louisiana State U.; Daniel J Brass, U. of Kentucky; Joseph Broschak, U. of Illinois at Urbana-Champaign; Stewart Clegg, U. of Technology, Sydney; Russell Coff, Emory U.; Angelo DeNisi, Tulane U.; John Hollenbeck, Michigan State U.; Jerome Katz, St. Louis U.; Martin J Kilduff, Pennsylvania State U.; Bradley L. Kirkman, Texas A&M U.; Anne O'Leary-Kelly, U. of Arkansas; Philip L. Roth, Clemson U.; Donald A Palmer, U. of California, Davis; Andrew H. Van de Ven, U. of Minnesota; Amy Wrzesniewski, New York U.; D Eleanor Westney, Massachusetts Institute of Technology

115 : (OC/S) OCIS Doctoral Consortium

9:00am - 5:30pm Atlanta Marriott Marquis: Imperial - Consulate *By application only.*

Organizer: Paul Hart, Florida Atlantic U.

Presenters: Gordon B Davis, U. of Minnesota; Andrea Hollingshead, U. of Southern California; Elena Karahanna, University of Georgia; Sia Siew Kien, Nanyang Technological University; Michael Boyer O'Leary, Boston College

116: (OC/S) Junior Faculty Consortium

9:00am - 5:30pm Atlanta Marriott Marquis: Rhine & Savoy

By application only. Contact Pamela Hinds (phinds@stanford.edu).

Organizer: Pamela Hinds, Stanford U

Presenters: Peter R Monge, U. of Southern California; Carol Stoak Saunders, U. of Central Florida; Mani R. Subramani, U. of

Minnesota; Robert W Zmud, U. of Oklahoma

117 (OM) Teaching Product Innovation And Commercialization: A Multi-Functional Approach

9:00am - 11:00am Atlanta Marriott Marquis: Cluster 3 - Zurich Chair: Rohit Verma, U. of Utah and Cornell U. Speakers: Jack W Brittain, U. of Utah; William S Hesterly, U. of Utah; Gerardo Okhuysen, U. of Utah

118 ■SPDW: (OMT, MOC, OB, ODC) Contributions of Positive Organizational Scholarship (POS) to Knowledge and Action

9:00am - 12:00pm Atlanta Marriott Marquis: International 9

Pre-registration requested. Email about interest in participating can be sent to Janet Max at jmax@bus.umich.edu or either of the session organizers.

Organizers: Kim Cameron, U. of Michigan; Robert E Quinn, U. of Michigan

Facilitator: Brianna Barker Caza, U. of Michigan, Ann Arbor Presenters: Arran Caza, U. of Michigan, Ann Arbor; Scott

Sonenshein, U. of Michigan, Ann Arbor; **Leslie Elizabeth Sekerka**, Naval Postgraduate School

119 SPDW: (RM, BPS) Testing Assumed Causal Models Using Data From Nonexperimental Research

9:00am - 10:00am Atlanta Marriott Marquis: Cluster 3 - London Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu.

Presenters: Eugene F Stone-Romero, U. of Central Florida; Patrick J. Rosopa, U. of Central Florida

120 @SPDW: (RM, MOC, OMT, ODC) The Practical Relevance Of Social Constructionist Approaches To Management Research

9:00am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La

Organizer: Richard Thorpe. University

Speakers: JC Spender, Leeds U.; Ann L Cunliffe, U. of New

Mexico

121 SPDW: (RM, OB, HR, ONE, BPS) Conceptual and **Methodological Considerations in Multilevel Constructs** and Theory Development

9:00am - 11:50am Atlanta Marriott Marguis: Imperial - Summit Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a \$7.50 fee for non members of

Speaker: Gilad Chen, U. of Maryland

122 **₹**: (T/M) TIM Division: Meet the Editors (Doctoral Consortium and Junior Faculty Camp)

9:00am - 11:00am Atlanta Marriott Marquis: International 6 Coordinators: Paul Bierly, James Madison U.; Arvids A Ziedonis, U. of Michigan, Ann Arbor; Michael Lenox, Duke U.; Fernando Suarez. Boston U.

Saturday 9:30AM

123 (HR) SHRM Focus On Students: Promoting **Learning Through Internships And Student Organizations**

9:30am - 12:00pm Hyatt Regency Atlanta: Hong Kong

Session focuses on starting, maintaining and energizing internship programs and student HR chapters.

Coordinator: Debra J. Cohen. Society for Human Resource Management

Speakers: Chuck Salvetti, Society for Human Resource Management; Gary Wheeler, Human Resource Business Partner Consultant, LLC

124 SPDW: (MOC, SIM) Cognition and Social Responsibility: Using Cognitive Mapping on Larger Inter-**Organizational Research**

9:30am - 12:00pm Atlanta Marriott Marquis: Trinidad & Madrid Open

Organizer: Colin Eden, Strathclyde U.

Participants: Fran Ackermann, Strathclyde U.: Maurizio Zollo. INSEAD; Kai N. Hockerts, Copenhagen Business School

125 ■SPDW: (OB, RM) Leadership, Time, and Process: **New Perspectives. New Questions**

9:30am - 11:20am Hyatt Regency Atlanta: University

Facilitator: Ramon J. Aldag, U. of Wisconsin, Madison Presenters: Allen Bluedorn, U. of Missouri, Columbia; Mary J Waller, U. of Maastricht; T.K. Das, City U. of New York, Baruch

126 ■SPDW: (OB, SIM, ODC) What We Need to Know about Ethics and Leadership

9:30am - 11:20am Hyatt Regency Atlanta: Roswell

Presenters: Joanne B Ciulla, University of Richmond; Philip L Cochran, Indiana U.; Donna J Wood, U. of Northern Iowa; Michael Scharff, Limestone College

127 SPDW: (PNP, MC, ITC, BPS, SIM) Transforming Corporate Governance In The Public And Non-Profit Sector

9:30am - 12:00pm Hilton Atlanta: Directors Room

Organizer: Thomas Clarke, U. of Technology, Sydney Presenters: Thomas Clarke, U. of Technology, Sydney; Ellen Baker, U. of Technology, Sydney; Melanie Kan, U. of Technology, Sydney; Marie dela Rama, U. of Technology, Sydney; Antoine

Hermens, U. of Technology Sydney

128 SPDW: (RM, GDO, HR, BPS) Estimating Interaction/Moderating Effects Using Multiple Regression

9:30am - 12:30pm Atlanta Marriott Marquis: Chablis & Picard Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a \$7.50 fee for non members of

Coordinator: Charles A. Pierce, U. of Memphis Presenter: Herman Aguinis, U. of Colorado, Denver

Saturday 9:45AM

129 ● SPDW: (ODC, MOC, CMS, OMT, OM) Katrina:

Cooperation, Coordination, And Communication

9:45am - 11:15am Atlanta Marriott Marquis: Cluster 1 - Amsterdam

Organizer: David M Dilts, Vanderbilt U.

Presenters: Tony Brown, Vanderbilt U.; Ken Pence, Vanderbilt U.

Saturday 10:00AM

130 € SPDW: (CAR, GDO, MEN) What Happens When I Don't Get Tenure: Strategies For Moving Forward

10:00am - 11:30am Hyatt Regency Atlanta: Kennesaw

Denied tenure? Contract not renewed? You can still have a successful academic career.

Organizers: Joseph E Garcia, Western Washington U.; Olenda E Johnson, North Carolina A&T State U.; Darlene Gambill Motley. Robert Morris U.; Rochelle Parks-Yancy, Texas Southern U. Presenters: Donna Blancero, Touro U. International; Martin N. Davidson, U. of Virginia; Joseph E Garcia, Western Washington U.; Olenda E Johnson, North Carolina A&T State U.; Eugene F Stone-Romero, U. of Central Florida

131 (MED) Do What I Say Not What I Do: Can Faculty "Cats" Be Herded Into Successful High Performing Teams?

10:00am - 12:00pm Hyatt Regency Atlanta: Spring

Organizer: Christina A Hannah. U. of Maryland U. College Facilitators: Bryan A Booth, U. of Maryland U. College; Pamela M. Witcher, U. of Maryland U. College; Rob Creekmore, U. of Maryland U. College

132 SPDW: (MED. PTC. ONE. ODC. IAM) Putting Knowledge Into Action: Classroom As Organization As An Agent For Social Responsibility

10:00am - 11:30am Hyatt Regency Atlanta: Techwood Organizer: Carole Gwendolyn Parker, Seton Hill U. Discussants: Freda Nelson, Seton Hill U.; Roger Putzel, Saint Michael's College

133 : (MH) Linking the Past with the Present to Improve the Future: Publishing Historically-Based Research

10:00am - 12:00pm Hilton Atlanta: State Room

Chair: Stephanie Case Henagan, Northern Illinois U.

Presenters: David A Lamond, None; David D Van Fleet, Arizona State U. at the West campus; Julia Teahen, Baker College;

Michael Rowlinson, Queen Mary U. of London

134 © SPDW: (MOC, MC, ODC) Are You Ready?: Recomposing the Challenges of Change, Innovation, and Decision Making

10:00am - 12:00pm Atlanta Marriott Marquis: International A

Open

Organizer: Jennifer Walinga, U VIC

Facilitators: Jennifer Walinga, U VIC; Tanis Farish, U VIC

135 ■SPDW: (OMT, CMS) Bringing Power To Institutional Theory: Reflections On The Silences And The Silenced

10:00am - 12:30pm Atlanta Marriott Marquis: International 10 Pre-registration encouraged. E-mail to Tammar Zilber at: mstbz@mscc.huji.ac.il

Organizer: Tammar B. Zilber, Hebrew U. of Jerusalem Presenters: Tina Dacin, Queen's U., Canada; Michal Frenkel, Hebrew U. of Jerusalem; Raghu Garud, Penn State University; Kelly Thomson, York U.; Marc Ventresca, U. of Oxford

136 ☐ SPDW: (ONE, MED, SIM) Using Service Learning to Promote Civic Engagement and Sustainability

10:00am - 12:00pm Hilton Atlanta: Jefferson

This interactive workshop brings together experienced service-learning researchers who will facilitate themed-discussion tables. Organizer: Gregory R. Berry, Utah Valley State College Presenters: Letty Workman, Utah Valley State College; Paul C Godfrey, Brigham Young U.; Amy L Kenworthy-U'Ren, Bond U.; Laurie N DiPadova-Stocks, Park U.; Mark Starik, George Washington U.; Gordon P. Rands, Western Illinois U.; Gregory R. Berry, Utah Valley State College

137 ● SPDW: (PNP, HCM, MC, RM, BPS, MOC) Doing Research In Government Organizations: Access And Advice

10:00am - 12:30pm Hilton Atlanta: Washington

Presenters: Steven Kelman, Harvard U., Kennedy School of Govt; Martha Fedlman, UCI; John Palguta, Partnership for Public

Service; Elevina Moulder, Not Specified

Saturday 10:30AM

138 ⊕ •> → SPDW: (ENT, MED, BPS) The New Wave Of Social Entrepreneurship: Using Microcredit To Solve Global Concerns

10:30am - 12:30pm Atlanta Marriott Marquis: Champagne

Open, no restriction on participation

Organizer: Warner P. Woodworth, Brigham Young U. Chair: Warner P. Woodworth, Brigham Young U.

Presenters: Warner P. Woodworth, Brigham Young U.; Shad S. Morris, SKK / Massachusetts Institute of Technology; Lisa M. Jones, U. of North Carolina, Chapel Hill; Shon R Hiatt, Cornell U.

139 SPDW: (HCM, CAR) Embracing the Teacher/Scholar Model

10:30am - 12:00pm Hilton Atlanta: Madison

Professional Development Workshop Chair: Dawn Oetjen, U. of Central Florida

Presenters: Elizabeth Goodrick, Florida Atlantic U.; Leonard H Friedman, Oregon State U.

140 : (IAM) Entrepreneurship in the Iberoamerican Context

10:30am - 12:30pm Hilton Atlanta: Embassy Room

141 → SPDW: (IM, BPS, ITC) New Directions In International Entry Mode Research

10:30am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Quebec

Chairs: Keith D. Brouthers, King's College London; Jean-Francois Hennart, Tilburg U.

Facilitators: Jean-Francois Hennart, Tilburg U.; Keith D.

Brouthers, King's College London

142 SPDW: (RM, BPS) Introduction to Structural Equation Modeling with Partial Least Squares (PLS)

10:30am - 12:30pm Atlanta Marriott Marquis: Cluster 3 - London

Pre-registration required by contacting Chuck Pierce at
capierce@memphis.edu. There is a \$5.00 fee for non members of

RM.

Presenters: Degenhard Meier, Aachen U. (RWTH); Malte Brettel, Aachen U. (RWTH); Oliver Gottschalg, HEC Paris

Saturday 11:00AM

143 ©: (ENT) Preparing the Entrepreneur for Exit: A Panel of Four Service Providers Offer Views From the Front

11:00am - 12:15pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen

Open, no restriction on participation

Organizer: Deborah S. Butler, Georgia State U.

Chair: Deborah S. Butler, Georgia State U.

Discussants: Stuart C Johnson, Powell Goldstein LLP; Vincent Eget, Bennett Thrasher; Edmond Fisher, SouthPointe Ventures

144 ☐ ■: (ENT) Social Entrepreneurship In Entrepreneurship Pedagogy: "How To Change The World" Indeed!

11:00am - 12:30pm Atlanta Marriott Marquis: Cluster 2 - Magnolia

Organizer: Norris F Krueger, TEAMS/Entrepreneurship Northwest

Presenters: Norris F Krueger, TEAMS/Entrepreneurship

Northwest; Thomas J Dean, U. of Colorado, Boulder; Johanna

Mair, IESE, U. of Navarra

Participants: Jill R Kickul, Simmons College; Robert S D'Intino, Rowan U.

11:00am - 12:30pm Hilton Atlanta: Carter

Organizers: **David L. Turnipseed**, Indiana U./Purdue U.; **Paul Harvey**, Florida State U.

146 ■: (T/M) **TIM** Junior Faculty Camp

11:00am - 5:30pm Atlanta Marriott Marquis: International 5

Coordinators: Michael Lenox, Duke U.; Fernando Suarez, Boston U.

147 ☐: (TIM) TIM Doctoral Consortium - Session 2

11:00am - 1:00pm Atlanta Marriott Marquis: International 6

Coordinators: Paul Bierly, James Madison U.; Arvids A Ziedonis, U. of Michigan, Ann Arbor

Saturday 11:30AM

148 ■SPDW: (OB, ENT, MOC, ODC) What are They Feeling? Perspectives on Emotions and Leadership

11:30am - 1:20pm Hyatt Regency Atlanta: Roswell

Facilitator: Kim Jaussi, State U. of New York, Binghamton Presenters: Ramon J. Aldag, U. of Wisconsin, Madison; Neal M. Ashkanasy, U. of Queensland; Sydney Finkelstein, Dartmouth College; Ronit Kark, Bar Ilan U.

149 SPDW: (OM, MED, TTC, BPS) Using Hurricane Katrina To Teach Operations And Supply Chain Management

11:30am - 1:00pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam Organizer: Peggy D. Lee, Pennsylvania State U., Great Valley Presenters: Quintus Jett, Dartmouth College; Thomas F. Gattiker, Boise State U.

Saturday 12:00PM

150: (AAA) BOG Appreciation Luncheon for Outgoing Volunteers

12:00pm - 1:00pm Atlanta Marriott Marquis: Chardonnay

By Invitation Only!

Organizer: Thomas G. Cummings, U. of Southern California

151: (AAA) Academy of Management Journal Editors' Meeting

12:00pm - 2:00pm Atlanta Marriott Marguis: International A Organizer: Sara L Rynes, U. of lowa

152: (AAA) Membership

12:00pm - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Member 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.

153: (ENT) Council of Entrepreneurship Endowed Chairs Luncheon

12:00pm - 2:00pm Atlanta Marriott Marquis: International 4 Sponsored by Kennesaw State University, Coles College of Business. Admission is by pre-registration only. The eligible attendees should pre-register by emailing George Vozikis at qvozikis@csufresno.edu

Organizer: George S. Vozikis, California State U., Fresno

154 (HR) Networking Lunch Sponsored by the SHRM

12:00pm - 1:00pm Hyatt Regency Atlanta: Hong Kong Registration deadline is June 1, 2006. Register by e-mailing Erica Lewis at elewis@shrm.org or by calling (703) 535-6025 Coordinator: Debra J. Cohen, Society for Human Resource Management

155 →: (IM) IMD Doctoral Student and Junior Faculty Consortia Luncheon

12:00pm - 1:00pm Atlanta Marriott Marquis: International 2

Open only to registered participants of the IMD Doctoral Student and Junior Faculty Consortia.

Organizers: Mary Zellmer-Bruhn, U. of Minnesota; Mike Peng, U. of Texas at Dallas

156: (OB) OB Junior Faculty Consortium - Lunch

12:00pm - 1:00pm Hyatt Regency Atlanta: Vinings Organizer: Russell Cropanzano, U. of Arizona

157: (OC/S) Luncheon for OCIS Jr. Fac and Doctoral Students

12:00pm - 1:00pm Atlanta Marriott Marquis: Marquis - Salon IV Organizer: Paul Hart, Florida Atlantic U.

158: (OM) Operations Management Doctoral Consortium Luncheon

12:00pm - 1:00pm Atlanta Marriott Marguis: Rio Grande & MacKenzie Program Coordinator: Mohan V. Tatikonda, Indiana U.

Saturday 12:30PM

159 □ • : (MC) MC Doctoral Student Consortium (1) Preparing a Ph.D. Based on Management Consulting Experience

12:30pm - 2:15pm Hyatt Regency Atlanta: Hanover E

Pre-registration recommended - see http://uwf.edu/mcd/. Consortium continues Saturday 2:30-7:00pm (session 207) &

Sunday 7:30-11:15am (session 247).

Coordinator: Henri Savall, ISEOR, U. of Lyon 3

Presenters: Michel Peron, ISEOR / U. of Paris Sorbonne: Rickie Moore, EM LYON; Marc Bonnet, ISEOR, U. of Lyon 3; Veronique Zardet, ISEOR, U. of Lyon 3

160 (ONE) New Horizons In Research On Sustainable Organizations

12:30pm - 1:50pm Hilton Atlanta: DeKalb

Organizer: Mark Starik, George Washington U.

Participants: Carolyn Egri. Simon Fraser U.: Deborah Rigling Gallagher, Duke U.; Suzanne Benn, U. of Technology, Sydney; Mark Starik, George Washington U.; Amy K Townsend, Sustainable Development International Corp.: Peter A. Townsend.

Auburn U., Montgomery

Saturday 1:00PM

161 ♥→SPDW: (CAR, GDO, HR, ITC) Career Patterns and Strategies Around The World: Research To Better **Understand The Global Economy**

1:00pm - 5:00pm Hyatt Regency Atlanta: Cairo

PDW will involve speakers and discussion as well as break out sessions to explore research opportunities in specific countries. Organizers: Hetty Van Emmerik, Utrecht U.: Sally J. Power, U. of St. Thomas

Chair: Sally J. Power, U. of St. Thomas

Discussant: Kerr Inkson, University of Otago

Presenters: Svetlana Khapova, Vrije Universiteit Amsterdam; Deepti Bhatnagar, Indian Institute of Management, Calcutta; Tania Casado, U. of Sao Paulo; Hetty Van Emmerik, Utrecht U.

Section D

162: (ENT) Research Design and Methods Workshop

1:00pm - 3:30pm Atlanta Marriott Marquis: Cluster 1 - Stockholm

Open, no restrictions on participation

Organizer: Connie Marie Gaglio, San Francisco State U

Facilitators: Connie Marie Gaglio, San Francisco State U; Norris F Krueger, TEAMS/Entrepreneurship Northwest; Per Davidsson,

Queensland U. of Technology; Kelly G Shaver, College of

Charleston

163 : (HCM) Identifying the Outcomes of Excellent Teaching: Practical Strategies

1:00pm - 2:50pm Hilton Atlanta: Jackson

Organizer: Sherril B Gelmon, Portland State U. Facilitator: Sherril B Gelmon, Portland State U.

Participants: L Michele Issel, U. of Illinois, Chicago; Darrell E.

Burke, Florida State U.

164 SPDW: (HCM, CAR, GDO, PNP, BPS, MC) Transitioning **Toward Retirement within Academia**

1:00pm - 2:30pm Hilton Atlanta: Douglas

Organizer: Myron D Fottler, U. of Central Florida Presenter: Myron D Fottler, U. of Central Florida

Participants: Reuben R McDaniel, U. of Texas, Austin; Margarete Arndt, Clark University; C. Brooklyn Derr, Brigham Young U.

165 (HR) HR Division: Innovative Teaching Award Nominee Workshop

1:00pm - 3:00pm Hyatt Regency Atlanta: Kennesaw

Hear the three finalists for the first HR Innovative Teaching Award

present their innovations.

Organizer: Judith W. Tansky, Ohio State U. Facilitator: Melissa S. Cardon, Pace U. Moderator: Rebecca A. Thacker, Ohio U.

166 ♥→: (HR) HR Functional Insights Into The Internationalization Process

1:00pm - 3:00pm Hyatt Regency Atlanta: Montreal Chair: Paul Sparrow, Manchester U.

Authors: Hugh Scullion, U. of Strathclyde; Michael Morley, U. of Limerick; Gary Florkowski, U. of Pittsburgh; Stephen Perkins, London Metropolitan U.; Michael Dickmann, Cranfield U.

167 SPDW: (HR, BPS, GDO) SHRM Focus on Research: Promoting the SHRM Foundation and Highlighting SHRM Original Research

1:00pm - 2:30pm Hyatt Regency Atlanta: Hong Kong

SHRM Focus on Research: Promoting the SHRM Foundation and

Highlighting SHRM Original Research

Coordinator: Debra J. Cohen, Society for Human Resource Management

Speakers: Karen Silberman, Society for Human Resource Management; Steven Williams, Society for Human Resource Management

168 ☐ SPDW: (HR, MED) Knowledge, Action, And The Public Concern In The Undergraduate Classroom

1:00pm - 2:30pm Hyatt Regency Atlanta: Singapore

A Discussion of Strategies for Integrating Research into Undergraduate Courses.

Organizer: Jonathon R. Halbesleben, U. of Missouri Presenters: Anthony R. Wheeler, Bradley U.; Chris J. Sablynski, California State U., Sacramento; Ken Harris, Indiana U. Southeast; Christopher H. Thomas, Northern Illinois U.; Bonnie S. O'Neill, Marquette U.

169 (HR. OB) Junior Faculty Consortium (HR Division)

1:00pm - 5:00pm Hyatt Regency Atlanta: Hanover A

Registration deadline is June 1, 2006. Register by e-mailing Maria

Kraimer at mkraimer@unimelb.edu.au

Organizers: Jeffrey LePine, U. of Florida; Maria Kraimer, U. of Melbourne; Juan I. Sanchez, Florida International U.

Facilitators: Paul Sparrow, Manchester U.; Margaret Shaffer, U. of Wisconsin, Milwaukee; Barry Gerhart, University of Wisconsin-

Madison; Lynn Shore, San Diego State U.

Speakers: Christina Shalley, Georgia Institute of Technology; Steven Rogelberg, U. of North Carolina, Charlotte: Steve Werner. U. of Houston; Adrienne Colella, Tulane U.; John Schaubroeck, Drexel U.

170: (IAM) The Effects of the Iberoamerican Macro **Environment on Knowledge Creation & Protection**

1:00pm - 3:00pm Hilton Atlanta: Embassy Room

171 →: (/M) IMD Doctoral Student Consortium II

1:00pm - 3:30pm Atlanta Marriott Marquis: International B

Email Mary Zellmer-Bruhn (mzellmer-bruhn@csom.umn.edu) with a nomination letter from advisor, 1-pg CV & 1-pg description of dissertation by May 15.

Organizer: Mary Zellmer-Bruhn, U. of Minnesota

Presenters: J Myles Shaver, U. of Minnesota; Alvaro Cuervo-Cazurra, U. of South Carolina; Cristina Gibson, U. of California,

172 > : (IM) IMD Junior Faculty Consortium II

1:00pm - 3:30pm Atlanta Marriott Marquis: International C Organizer: Mike Peng, U. of Texas at Dallas Presenters: David Ahlstrom, Chinese University of Hong Kong; Lance Brouthers, U. of Texas at El Paso; Andrew Delios, National U. of Singapore: **Michael A. Hitt.** Texas A&M U., College Station: Klaus Meyer, U. of Reading; Sheila M. Puffer, Northeastern U.; Alan M Rugman, Indiana U.; Jane E. Salk, U. of Texas at Dallas

173 > : (IM) IMD Paper Development Workshop

1:00pm - 3:00pm Atlanta Marriott Marquis: Trinidad & Madrid By invitation only.

Organizer: Jennifer Spencer, George Washington U. Facilitators: Jennifer Spencer, George Washington U.; Sherry E Moss, Wake Forest U.; Carolina Gomez, Florida International U.: Jeffrey Furman, Boston U.; William Newburry, Rutgers U. Participants: Kazuhiro Asakawa, Keio U.; Ashok Som, ESSEC Business School; Bing Bai, U. of Illinois, Urbana-Champaign; Anne Berthelot, U. of Texas. El Paso: Maria J. Mendez. New Mexico State U; Andreas Birnik, Cranfield U.; Nejat Capar, American U. of Sharjah; Ravi Chinta, American U. of Sharjah; Zhirong Duan, Tsinghua U.: Chen Zhou. Tsinghua U.: M. B. Neace. Mercer U.: Loi Teck Hui. Malaya U: Wiboon Kittilaksanawong. National Taiwan U.; Claude Marcotte, Concordia U.; Taieb Hafsi, HEC Montreal; Sergio Janczak, U. of Western Ontario; Rick Molz, Concordia University: Mehdi Farashahi. Concordia University: Sid Ahmed SOUSSI, University of Quebec in Outaouais; Rakesh Ranjan Mishra, Indian Institute of Management, Calcutta, India; Moira Praxedes, U. of Houston; Sally Sledge, Christopher Newport University; Angela Miles, North Carolina A&T State U.; Samuel Coppage, Old Dominion U.; Rachel Clapp Smith, University of Nebraska-Lincoln; Gretchen Renee Vogelgesang, University of

Nebraska-Lincoln; **Aurora Teixeira**, University de Porto; **Elisabetta Marafioti**, Bocconi U.

174 ☐ →: (MED) Management Education Around The Globe

1:00pm - 3:00pm Hyatt Regency Atlanta: Spring

Pre-registration required

Chair: Carolyn Wiley, Mercer Human Resource Consulting Presenters: Alvin Hwang, Pace U.; Paula Hyde, Manchester Business School; Lichia Yiu, CSEND; Yuji Yoshida, Chiba U. of Commerce; DANIEL OGECHUKWU ogechukwu AYOZIE, the federal polytechnic ilaro/delta state university abraka nigeria; Shahid Yamin, Swinburne U. of Technology; Armando Gallegos, GERENS-Escuela de Gestion y Economia; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey; Par Martensson, Stockholm School of Economics; Jerome Meric, IAE Tours (France); Flora Sfez, ESCEM Tours (France); Maria Ferreira, IESE; Mark Okechukwu Ajuogu, Fed U. of Tech Owerri (FUTO); C Gopinath, Suffolk U.; Joseph Ugochukwu Ajuogu, U. Calabar

175 ☐→SPDW: (MED, IM, TIM, TTC, BPS, ITC, OM, PTC, ODC, OCIS) Creating Virtual Teams For Global Innovation And New Product Development

1:00pm - 3:30pm Hyatt Regency Atlanta: Inman Organizer: Robert J. DeFillippi, Suffolk U. Discussant: Michael Barretti, Suffolk U. Presenter: Sushil Bhatia, Suffolk U.

176 □SPDW: (MED, TTC, HR, OM) Teaching With Technology: Providing Students With Tools To Put Course Knowledge Into Organizational Action

1:00pm - 4:00pm Hyatt Regency Atlanta: Techwood

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;

Joan Weiner. Drexel U.

177 (MSR) Soul By Design: Where Real Transformation Begins

1:00pm - 4:00pm Hilton Atlanta: Jefferson

Coordinator: Margaret Benefiel, Andover Newton Theological School

Presenters: **Margaret Benefiel**, Andover Newton Theological School; **Gary Jones**, Andover Newton Theological School

178 : (OB) OB Junior Faculty Consortium - Small Group Session 2: Working on Research Projects

1:00pm - 5:00pm Hyatt Regency Atlanta: Vinings

Organizer: Russell Cropanzano, U. of Arizona

Presenters: Barbara A. Gutek, U. of Arizona; Timothy A Judge, U. of Florida: John Mathieu. U. of Connecticut

179 ©SPDW: (ODC, MC, SIM, PTC) Values and Ethics in Human System Development

1:00pm - 5:00pm Hilton Atlanta: Washington

Presenters: **David Jamieson**, Pepperdine U.; **Terri Egan**, Pepperdine U.

180: (OM) Operations Management Doctoral Consortium

1:00pm - 5:00pm Atlanta Marriott Marquis: Rio Grande & MacKenzie *Application and registration required.*

Program Coordinator: Mohan V. Tatikonda, Indiana U.

181 **○ •**: (PNP) Profiling The Nonprofit Sector At The State Or Community Level: Research Resources And Approaches

1:00pm - 4:00pm Hilton Atlanta: Crystal Ballroom B & E

Pre-registration: Fee of \$25 & description of nonprofit sector research interest (1-2 pages) required by June 15. Contact: kgronbj@indiana.edu

Organizer: Kirsten Gronbjerg, Indiana U.

Presenters: Kirsten Gronbjerg, Indiana U.; Laurie E Paarlberg, San Francisco State U; Richard Michael Clerkin, North Carolina State U.

182: (PNP) PNP Doctoral Student Consortium

1:00pm - 5:00pm Hilton Atlanta: Directors Room

Participants will have to email a research idea (1 to 2 page) to Elizabeth Winslow by email: ebw02d@garnet.acns.fsu.edu.

Organizer: Kaifeng Yang, Florida State U. Speaker: Dennis R Young, Georgia State U.

Presenters: Larry D. Terry, U. of Texas, Dallas; Mary E Guy, Florida State U.; Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis; Aks Zaheer, U of Minnesota; John Clayton Thomas, Georgia State U.; Bradley E Wright, U. of North Carolina, Charlotte; Joanne G. Carman, University of North Carolina-Charlotte; Jessica Word, Florida State U.; Sergio Fernandez, Indiana University

183 © ■SPDW: (PTC, BPS) Balanced Scorecard: Why It Isn't Working and What To Do About It

1:00pm - 2:00pm Hilton Atlanta: Carter

Organizer: Graham K. Kenny, Strategic Factors

184 SPDW: (RM, BPS) Improving Knowledge and Action: A Workshop on Survey Scale Development and Validation

1:00pm - 5:00pm Atlanta Marriott Marquis: Imperial - Summit

Pre-registration required by contacting Chuck Pierce at
capierce@memphis.edu. There is a \$10.00 fee for non members of
RM.

Organizer: Stephanie L. Castro, Florida Atlantic U.

Presenters: Claudia C. Cogliser, Texas Tech U.; Terri A.

Scandura, U. of Miami; Stephanie L. Castro, Florida Atlantic U.

185 ■SPDW: (RM, BPS, IM, ITC, OMT) Set-Theoretic Analysis Using QCA and Fs/QCA

1:00pm - 5:00pm Atlanta Marriott Marquis: Cluster 3 - Cabinet

Pre-registration required by contacting Chuck Pierce at
capierce@memphis.edu. There is a \$10.00 fee for non members of

RM.

Organizers: Peer C. Fiss, Queen's U., Canada; Thomas Greckhamer, Louisiana State U.; Rodney Lacey, U. of California, Irvine; Axel Marx, Hogeschool Antwerp Presenters: Peer C. Fiss, Queen's U., Canada; Thomas Greckhamer, Louisiana State U.; Rodney Lacey, U. of California, Irvine; Axel Marx, Hogeschool Antwerp

186 SPDW: (RM, OB, HR, BPS) Latent Growth Modeling: Statistical Procedure for Operationalizing Change Over Time

1:00pm - 4:00pm Atlanta Marriott Marquis: Cluster 5 - South Hampton

Knowledge of SEM required. Pre-registration req by contacting Chuck Pierce at capierce@memphis.edu. There is a \$7.50 fee for non members of RM.

Presenter: Robert J. Vandenberg, U. of Georgia

1:00pm - 4:00pm Atlanta Marriott Marquis: Cluster 3 - Bonn

187 SPDW: (RM, OB, OMT, TIM, BPS, ODC, OM) **Process** Research Workshop II: A Spectrum of Methods

Pre-register for Process Research Workshop I: A Spectrum of Methods, which also covers registration for this session.

Organizer: Andrew H. Van de Ven, U. of Minnesota

Presenters: Kevin Dooley, Arizona State U.; Ann Langley, HEC Montreal; Brian T Pentland, Michigan State U.; Andrew M Pettigrew, U. of Bath; Daniel Robey, Georgia State U.; Andrew H. Van de Ven, U. of Minnesota

Saturday 1:15PM

188 □ SPDW: (MSR, MEN, MED) Where And How To Publish On Spirituality In Organizations

1:15pm - 2:45pm Hilton Atlanta: Gwinnett

This session is in conjunction with MSR's doctoral student/new faculty consortium.

Coordinator: Gerald Biberman, U. of Scranton

Presenters: Yochanan Altman, London Metropolitan U.; Kathy Lund Dean, Idaho State U.; Frank Bournois, U. of Pantheon Assas

Paris II; Gerald Biberman, U. of Scranton

Saturday 1:30PM

189 ■ SPDW: (BPS, TIM, OMT) Empirically Investigating Real Options

1:30pm - 4:15pm Atlanta Marriott Marquis: Cluster 3 - Sydney Preregistration Required. Contact Tim Folta at the following e-mail: jgardner@purdue.edu to register.

Organizer: Timothy B Folta, Purdue U. Coordinator: Jay B Barney, Ohio State U.

Participants: Isin Guler, Boston U.; Bruce Kogut, INSEAD; Raffaele Oriani, U. of Bologna; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Tony W. Tong, State U. of New York, Buffalo

190 ■SPDW: (HR, BPS) Human Resource Vice Presidents' Concerns, Human Resource Researchers' Opportunities

1:30pm - 4:30pm Hyatt Regency Atlanta: Regency VII *Coordinator:* **Charles H. Fay**, Rutgers U.

Presenters: James C. Borel, Senior VP, Human Resources, DuPont; Patrick R. Dailey, Senior VP, Human Resources, Herbal Life; Mark Gilstrap, Senior VP and Chief People Officer, American Century Investments; William G. Kuchta, VP, Organizational Development, Paychex, Inc.; Herbert J. Vallier, Senior VP and Chief Human Resource Officer, Catholic Health Initiatives; Sally A. Savoia, VP, Human Resources, Praxair, Inc.; Daniel S. Serbin, VP, Human Resources, Parker Hannifin Corporation; Charles G. Tharp, Executive VP, Human Resources, Saks Incorporated

191 ■SPDW: (MOC, OMT, RM) Pushing the Frontiers of Organizational Identity: Creative & Multi-Level Research

1:30pm - 4:30pm Atlanta Marriott Marquis: International 6
Pre-registration strongly advised. E-mail Kristin Price (knp115@psu.edu)

Contact: Kristin N. Price, Pennsylvania State U.

Participants: Kimberly D Elsbach, U. of California, Davis; Shelley Brickson, London Business School; Greta Hsu, U. of California, Davis; Kevin G. Corley, Arizona State U.; Kevin W. Rockmann, George Mason U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Mary Jo Hatch, U. of Virginia; Dennis A Gioia, Pennsylvania State U.; Hayagreeva Rao, Northwestern U.; Kristin N. Price, Pennsylvania State U.; Marc Ventresca, U. of Oxford; James Tan, St. Cloud State U.

192 ■SPDW: (OB, OMT, BPS, ODC) Leadership Perspectives on Management Studies: Implications Across Divisions

1:30pm - 3:20pm Hyatt Regency Atlanta: Roswell Organizer: **Mary Uhl-Bien**, U. of Central Florida

Presenters: Michael Mumford, U. of Oklahoma; James G Hunt,

Texas Tech U.; Chester A Schriesheim, U. of Miami

193 SPDW: (OB, OMT, ENT, BPS, ODC) Leadership of Networks and Alliances

1:30pm - 3:20pm Hyatt Regency Atlanta: University
Facilitator: Keith G Provan, U. of Arizona
Presenters: Patrick Kenis, Tilburg U.; Daniel J Brass, U. of
Kentucky; Barbara Gray, Pennsylvania State U.; Joerg Sydow,
Freie U. Berlin; Richard N Osborn, Wayne State U.; Keith G
Provan. U. of Arizona

194 SPDW: (OMT, BPS, TIM) Using M&A As A Context For Studying Organizations

1:30pm - 4:50pm Atlanta Marriott Marquis: Champagne
Pre-registration required. Send e-mail to Maurizio Zollo at
Maurizio.zollo@insead.edu or Melissa Graebner at
melissa.graebner@mccombs.utexas.edu
Organizer: Melissa Graebner, U. of Texas, Austin

Distinguished Speakers: Harbir Singh, U. of Pennsylvania;

Kathleen M. Eisenhardt, Stanford U *Coordinator:* **Maurizio Zollo**, INSEAD

Speakers: Laurence Capron, INSEAD; Xavier Castaner, HEC Paris; Saikat Chaudhuri, U. of Pennsylvania; Phanish Puranam, London Business School; Guenter Stahl, INSEAD; Freek

Vermeulen, London Business School

Presenter: Annette L Ranft, Florida State University

195 SPDW: (RM, OB, HR, IM, BPS) Overview of the Logic and Rationale of Hierarchical Linear Modeling with Substantive Applications

1:30pm - 4:30pm Atlanta Marriott Marquis: Cluster 3 - London

Pre-registration required by contacting Chuck Pierce at
capierce@memphis.edu. There is a \$7.50 fee for non members of

RM.

Presenter: David A Hofmann, U. of North Carolina

Saturday 2:00PM

196 SPDW: (ENT, BPS) Resourcefulness in Entrepreneurial Firms: Future Research Directions

2:00pm - 4:00pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen Open, no restriction on participation

Organizer: Steven Walter Bradley, Indiana U., Bloomington Discussants: Steven Walter Bradley, Indiana U., Bloomington; Saras Sarasvathy, U. of Virginia; Anne S Miner, U. of Wisconsin, Madison; Robert Wiltbank, Willamette U.; Ted Baker, North

☐ Teaching-oriented | ② Management Practice-oriented | → International-oriented | ● Theme-oriented | ③ Visual Presentation | ② Selected for Best Paper Proceedings

Carolina State U.; Lowell W. Busenitz, U. of Oklahoma; Jeffery S. McMullen, Baylor U.

197: (MH) Doctoral Student Workshop: Managing the Dissertation Process

2:00pm - 3:30pm Hilton Atlanta: State Room *Chair:* **Julia Teahen**, Baker College

Presenters: David D Van Fleet, Arizona State U. at the West campus; Stephanie Case Henagan, Northern Illinois U.; Jonathon R. Halbesleben, U. of Missouri; Richard T. Mowday, U. of Oregon; Andrew Borchers, Kettering U.

198 (ODC) Promoting OD and Change Processes Through Socio-Economic Evaluation of Their Impacts

2:00pm - 3:30pm Hilton Atlanta: DeKalb

Presenters: Marc Bonnet, ISEOR, U. of Lyon 3; Laurent Cappelletti, ISEOR, U. of Lyon 3; Vincent Cristallini, ISEOR, University of Lyon 3; Nathalie Krief, ISEOR, U. of Lyon; Henri Savall, ISEOR, U. of Lyon 3; Olivier Voyant, ISEOR, University of Lyon 3

199 SPDW: (OM, BPS, CMS, ODC, OCIS, PNP, PTC)

Walmart, The Red Cross, And Uncle Sam: Differences In Responding To Katrina-Type Disasters

2:00pm - 3:30pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam Why was Wal-Mart able to deliver relief after Katrina days ahead of FEMA?

Organizer: David M Dilts, Vanderbilt U.

200 SPDW: (OM, TIM, BPS) The State and Future of Mass Customization Research and Practice

2:00pm - 3:30pm Atlanta Marriott Marquis: Cluster 1 - Quebec Pre-registration (piller@mit.edu) preferred, but not required. Additional information at http://www.mass-customization.de/aom.pdf Organizer: Frank T. Piller, Massachusetts Institute of Technology Presenters: Rebecca Duray, U. of Colorado at Colorado Springs; Cipriano Forza, U. of Padova; Manus Rungtusanatham, Arizona State U.; Fabrizio Salvador, Instituto de Empresa

201 SPDW: (OMT, CMS) Philosophies Of Organizational Research

2:00pm - 3:50pm Atlanta Marriott Marquis: Cluster 2 - Magnolia *Organizer:* **Raza A Mir**, William Paterson U.

Presenters: Stewart Clegg, U. of Technology, Sydney; Alison Konrad, U. of Western Ontario; Amit Nigam, Emory U.; Andre Spicer, U. of Warwick

202 SPDW: (ONE, BPS, PNP) Former Transformer Facility Cleanup - Industry, Government and Other Stakeholders Working Together

2:00pm - 4:20pm Hilton Atlanta: Council/Cabinet Room

Come hear the experiences of and interact with a group of stakeholders who have come together to solve an environmental problem.

Distinguished Speakers: Jane Gardner, General Electric; Allen Barnes, Former Chief of Staff to the Administrator of US EPA Region 4; Charles H Tisdale, King & Spalding; Randall McAlister, General Electric; Richard Lester, General Electric Coordinator: Mark Cordano, Ithaca College

203 SPDW: (RM, IM, OM, SIM, BPS) Methods for Integrating Moderation and Mediation

2:00pm - 4:00pm Atlanta Marriott Marquis: International 9

Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a \$5.00 fee for non members of RM.

Presenters: **Jeffrey R. Edwards**, U. of North Carolina; **Lisa Schurer Lambert**, Georgia State U.

204 SPDW: (TIM, BPS, IM) Working With Patent Data: The Basics. The Issues And The Challenges

2:00pm - 4:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La This PDW seeks to continue the tradition of past AOM patent data management workshops, organized by among others Rosemarie Ziedonis (2003), Michelle Gittelman (2004) and Graham and Reitzig (2005).

Chairs: Francisco Veloso, Carnegie Mellon U.; Robert A. Lowe, Carnegie Mellon University

Presenters: Fiona Murray, Massachusetts Institute of Technology; Juan Alcacer, New York U.; Stuart Graham, Georgia Tech; Markus Reitzig, Copenhagen Business School; Gautam Ahuja, U. of Michigan

Saturday 2:30PM

205 ■SPDW: (BPS, HR, MED, MOC, MSR, OB, ODC, OMT, ONE, PNP, PTC, SIM, CAR, CM, ENT, GDO, HCM, IM, MC, RM)

Stakeholders: The Keys to Effective Strategy and Performance Measurement

2:30pm - 5:30pm Atlanta Marriott Marquis: International 10 *Organizer:* **Graham K. Kenny**, Strategic Factors

Participants: Ruth V. Aguilera, U. of Illinois, Urbana-Champaign;

Russell Coff, Emory U.; Thomas J. Donaldson, U. of

Pennsylvania; Amy Hillman, Arizona State U.; Matthew Kraatz, U. of Illinois; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Kathryn Pavlovich, U. of Waikato; Christos N. Pitelis, U. of Cambridge; Sybille Sachs, U. of Applied Sciences, Zurich

206 : (ICW) International Journal of Management Reviews Editorial Board Meeting

2:30pm - 4:30pm Atlanta Marriott Marquis: Chardonnay *Organizer:* **Steven Armstrong**, U. of Hull

207 □ ② → ■: (MC) MC Division Doctoral Student Consortium (2)

2:30pm - 7:00pm Hyatt Regency Atlanta: Hanover E

Pre-registration recommended - see http://uwf.edu/mcd/ Consortium continues Sunday 7:30-11:15am (#247); continued from Saturday 12:30-2:15pm (#159)

Organizers: **C Ken Weidner**, Saint Joseph's U.; **David Jamieson**, Pepperdine U.

Facilitator: Yasmin S. Purohit, Saint Joseph's U.

Presenters: John L. Bennett, Queens University of Charlotte;
Anthony F Buono, Bentley College; W Warner Burke, Teachers
College, Columbia U.; Miguel Caldas, Loyola U. New Orleans;
Robert S D'Intino, Rowan U.; Larry E Greiner, U. of Southern
California; Teresa Joyce, Kennesaw State U.; Kenneth Wm. Kury,
Saint Joseph's U.; Scott Lever, PA Consulting Group; Donald D.
Maier, University of St. Francis; Sandra M Martinez, Widener U.;
Rickie Moore, EM LYON; Flemming Poulfelt, Copenhagen
Business School; Yasmin S. Purohit, Saint Joseph's U.; George P.
Sillup, Saint Joseph's U.; Andreas Werr, Stockholm School of
Economics

Saturday 3:00PM

208 © SPDW: (GDO, CAR) Tenure /Promotion Stories in Academe: Sharing and Generating Research Insights from Our Experiences

3:00pm - 5:00pm Hyatt Regency Atlanta: Lenox

Open; no restriction

Organizers: Ellen R. Auster, York U.; Carolyn Egri, Simon Fraser

U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

Discussants: Tina Dacin, Queen's U., Canada; Karen S. Lyness,

Baruch College, CUNY

209 (HCM) Developing Future Management Scholars: Strategies for PhD Students and Mentors

3:00pm - 4:30pm Hilton Atlanta: Jackson

Organizer: Christy Harris Lemak, U. of Florida

Presenters: Diane Brannon, Pennsylvania State U.; Jami Leanne DelliFraine, Penn State; Victoria Anne Parker, U.S. Department of Veterans Affairs; Christy Harris Lemak, U. of Florida; Darrell E. Burke, Florida State U.

210 **○ •**: (HCM) The Challenges Of Measuring The Implementation Of Innovative Practices

3:00pm - 4:30pm Hilton Atlanta: Madison

Organizer: Carol VanDeusen Lukas, Dept of Veterans Affairs
Presenters: Jill A Marsteller, Johns Hopkins U.; Carol VanDeusen

Lukas, Dept of Veterans Affairs

211 (HR) SHRM Focus On Teaching: Promoting Teaching Effectiveness, Curriculum, And Enhanced Experiences

3:00pm - 4:30pm Hyatt Regency Atlanta: Hong Kong

SHRM Focus on Teaching: Promoting Teaching Effectiveness,

Curriculum, and Enhanced Experiences

Coordinator: Debra J. Cohen, Society for Human Resource

Management

Speakers: Steven Williams, Society for Human Resource Management; Gary Wheeler, Human Resource Business Partner Consultant, LLC

3:00pm - 7:00pm Hilton Atlanta: Gwinnett

Organizers: John E Young, U. of New Mexico; David A. Cowan,

Miami U.

Saturday 3:30PM

213 ■SPDW: (CAR, MED, OB, ODC, PTC) Leading In Higher Education: Do You Have The Interest, Skills, And Commitment?

3:30pm - 6:00pm Hyatt Regency Atlanta: Spring

Presenters: Reba L. Keele, Utah Valley State College; Susan R.

Madsen, Utah Valley State College

214 : (IAM) The Protection of Knowledge Created in Iberoamerican Societies

3:30pm - 5:30pm Hilton Atlanta: Embassy Room

215 →: (IM) Meet the Editors (IMD Doctoral Student and Junior Faculty Consortia)

3:30pm - 5:00pm Atlanta Marriott Marquis: International 2

Open only to registered participants of the doctoral student and junior faculty consortia.

Organizers: Mary Zellmer-Bruhn, U. of Minnesota; Mike Peng, U. of Texas at Dallas

216 SPDW: (IM, ITC, CAR, MC) Next Generation Global Talent Management: Insights from McKinsey & Company

3:30pm - 6:00pm Atlanta Marriott Marquis: Trinidad & Madrid

Pre-registration is not necessary but encouraged. Email Matthew Guthridge at matthew_guthridge@mckinsey.com

Organizer: Matthew David Guthridge, McKinsey & Company Facilitators: Matthew David Guthridge, McKinsey & Company; Emily Lawson, McKinsey & Company; Asmus B. Komm,

McKinsey & Co.

217 SPDW: (MED, CM) How To Create A Negotiation Syllabus And Teach Negotiations

3:30pm - 6:00pm Hyatt Regency Atlanta: Roswell

Organizer: Holly Schroth, U. of California, Berkeley

218 PDW: (OM, TTC) Sports Coaches Model Lessons for Teaching Management Coaching

3:30pm - 5:00pm Atlanta Marriott Marquis: Cluster 3 - State *Presenter:* **Margaret Posig**, DePaul U.

Saturday 3:40PM

219 →: (MH) The Perceived Power of the Elected Mayor: Historical Antecedants

3:40pm - 5:00pm Hilton Atlanta: State Room Organizer: Andrew Cardow, Massey U.

Saturday 4:00PM

220: (AAC) Teaching Theme Committee Meeting

4:00pm - 5:30pm Hilton Atlanta: DeKalb

Organizers: Lisa K Gundry, DePaul U.; Jill R Kickul, Simmons College

4:00pm - 5:30pm Atlanta Marriott Marquis: Cluster 2 - Magnolia

Open, no restriction on participation

Organizers: Natalia Weisz, U. Austral; Isabell Melanie Welpe, Ludwig-Maximilians U., Munich; Vanessa Ratten, Queensland U. of Technology; Guido Corbetta, Bocconi U.; Mary Han, Ryerson U. Speakers: Julio DeCastro, Instituto de Empresa; Per Davidsson, Queensland U. of Technology; Dimo Dimov, Instituto de Empresa; Heinz Klandt, International U. Schloss Reischartshausen

222 SPDW: (RM, BPS) The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans

4:00pm - 6:00pm Atlanta Marriott Marquis: International B

Pre-registration recommended. Please contact Andreas Schwab at aschwa3@Isu.edu. There is a \$5.00 fee for non members of RM. Organizers: William H. Starbuck, U. of Oregon; Andreas Schwab, Louisiana State U.; Ingo Holzinger, York U.

Presenters: William H. Starbuck, U. of Oregon; Raymond Hubbard, Drake U.; Eric Abrahamson, Columbia U.; Lisa Schurer Lambert, Georgia State U.; Jose M. Cortina, George Mason U.

223 SPDW: (RM, BPS, GDO) Multilevel Structural Equation Modeling: Techniques and Applications

4:00pm - 7:00pm Atlanta Marriott Marquis: Chablis & Picard There is a \$7.50 fee for non members of RM.

Presenter: Michael J. Zyphur, National U. of Singapore

224 SPDW: (SIM, HCM, MOC, OM) Katrina: Response from Industry

4:00pm - 5:30pm Atlanta Marriott Marguis: Cluster 1 - Amsterdam

Organizers: Linda K Trevino, Pennsylvania State U.; Diane H.

Parente, Pennsylvania State U., Erie

Saturday 4:15PM

225 SPDW: (MSR, MED) Strategies For Teaching Non-**Linearity In A Linear Environment**

4:15pm - 5:15pm Hilton Atlanta: Jefferson

Coordinator: Gerald Biberman, U. of Scranton

Presenters: Gerald Biberman, U. of Scranton; David Trott, St.

Edwards U.; Joel Ryman, East Tennessee State U.

Saturday 4:30PM

226 (ONE) ONE Ph.D. Student/New Faculty Consortium

4:30pm - 6:00pm Hilton Atlanta: Council/Cabinet Room

Please send your registration request to Stephanie Welcomer, at Stephanie.welcomer@umit.maine.edu. Please include vour contact information and vita.

Organizer: Stephanie Welcomer, U. of Maine Presenter: Mark Cordano, Ithaca College

Participants: Andrew Griffiths. U. of Queensland: Nicole Darnall. George Mason U.: Gordon P. Rands. Western Illinois U.: Cathy Rusinko, Philadelphia U.; Jean Garner Stead, East Tennessee State U.; Michael V. Russo, U. of Oregon; Kate Kearins, Auckland U. of Technology: Mark Starik. George Washington U.: Saniav Sharma, Wilfrid Laurier U.; W Edward Stead, East Tennessee State U.

Saturday 5:00PM

227 SPDW: (OB, HR) Joint OB/HR Junior Faculty and PhD **Student Consortia Reception**

5:00pm - 6:00pm Hyatt Regency Atlanta: International Ballroom Organizers: Daniel Skarlicki, U. of British Columbia; Maria Kraimer, U. of Melbourne

228: (OMT) Meet OMT Reception

5:00pm - 7:00pm Atlanta Marriott Marquis: International C

We extend a very special invitation to new and international members of OMT

Organizer: William Ocasio, Northwestern U.

Division Chair: Pamela R Haunschild, U. of Texas, Austin

Presenters: Pablo Martin De Holan, IE and INCAE: Marc-David L. Seidel, U. of British Columbia

Participants: Tina Dacin, Queen's U., Canada; Gerald F Davis, U. of Michigan, Ann Arbor; Kimberly D Elsbach, U. of California,

Davis; Matthew Kraatz, U. of Illinois; Majken Schultz, Copenhagen Business School; Christine Beckman, U. of California, Irvine; Mary

Tripsas, Harvard Business School

229 SPDW: (OMT, BPS) Simulation Techniques in Organization Theory

5:00pm - 7:30pm Atlanta Marriott Marquis: Cluster 3 - Sydney

Pre-registration required. The session is limited to 20 participants. Register at:

http://www.cob.sjsu.edu/research/simulation_in_organization_theory

Organizer: Simon A Rodan, San Jose State U.

Facilitators: Jason Davis, Stanford U; Jerker C. Denrell, Stanford

Presenters: David Krackhardt. Carnegie Mellon University: Michael Macy, Cornell U.; John Skvoretz, U. of South Florida

Saturday 5:30PM

230: (AAA) Placement for Applicants

5:30pm - 7:00pm Hyatt Regency Atlanta: Hanover C Organizer: Scott C. Douglas, U. of Montana

231: (CMS) CMS Welcome Reception

5:30pm - 7:30pm Hilton Atlanta: Crystal Ballroom A & F

All critters and their friends come along. Doctoral students particularly welcome.

232: (HCM) HCM Pre-Conference PDW Reception

5:30pm - 7:30pm Hilton Atlanta: Crystal Ballroom C & D Organizer: Christy Harris Lemak, U. of Florida

Welcome: Jane Banaszak-Holl, U. of Michigan, Ann Arbor

233: (ICW) International Association for Chinese Management Research Annual Business Meeting

5:30pm - 9:00pm Atlanta Marriott Marquis: International 4 Organizer: Anne S. Tsui, Arizona State U.

234: (OC/S) Welcome Reception

5:30pm - 7:30pm Atlanta Marriott Marquis: Marquis - Salon IV

Saturday 6:00PM

235 : (BPS) Meet BPS Social Hour!

6:00pm - 8:00pm Atlanta Marriott Marquis: Cluster 3 - Bonn Division Chair: James Westphal, U. of Texas, Austin Division Chair-Elect.: Anita McGahan. Boston U.

Program Chair: Russell Coff, Emory U.

Professional Development Workshop Chair: Joseph Mahoney, U.

of Illinois, Urbana-Champaign

Past Chair: Margaret Peteraf, Dartmouth College

236: (ENT) Entrepreneurship Division Social

6:00pm - 9:00pm Off Site: Fox Theatre

Pre-registration required. For ticket information, please contact Morag Nairn, Texas Tech U., at morag.nairn@ttu.edu or 806-742-3763. The Fox Theater is located at 660 Peachtree Street, NE. Organizer: Ronald K Mitchell, Texas Tech U.

237: (ICW) Nova Southeastern University Doctoral Students Meeting

6:00pm - 7:30pm Hilton Atlanta: Club Room

Organizer: Jane Whitney Gibson, Nova Southeastern U.

238 > : (IM) IMD PDW Reception

6:00pm - 8:00pm Atlanta Marriott Marquis: Marquis - Salon III

239: (NDSC) New Doctoral Student Reception

6:00pm - 8:00pm Hyatt Regency Atlanta: Regency VI

Organizers: Emily S. Block, U. of Illinois, Urbana-Champaign; Elizabeth Carroll, Binghamton U.; Rich DeJordy, Boston College; Raj V Mahto, U. of Memphis; Maria Catharine Schilpzand, Georgia Institute of Technology; Pamela K. Steverson, U. of Memphis

Professional Development Workshop Chair: Laura Erskine, U. of Southern California

240 : (OB) New Member and Reviewer Reception

6:00pm - 7:30pm Hyatt Regency Atlanta: International Ballroom

Organizer: Peter Hom, Arizona State U.

241 ©: (ONE) ONE Welcome Reception

6:00pm - 9:00pm Hilton Atlanta: Crystal Ballroom B & E

New, continuing and returning members welcome. To register contact Irene Henriques at ihenriqu@schulich.yorku.ca
Organizer: Irene Henriques, York U.

242 (S/M) SIM/SBE Keynote Address and Reception

6:00pm - 8:00pm Off Site: Atlanta Sheraton

This SIM/SBE jointly sponsored keynote address and reception will be held in the Atlanta Sheraton Hotel. Room to be announced. Organizer: **Jeffrey S Frooman**, U. of New Brunswick, Saint John

Saturday 6:30PM

243 : (BPS) Business Policy & Strategy Division Mid-Career Consortium – Managing Your Evolving Career

6:30pm - 9:30pm Atlanta Marriott Marquis: International 8 Organizer: Catherine A Maritan, Syracuse U.

 ${\it Chairs:} \ {\it Catherine A Maritan}, \ {\it Syracuse U.; Jim Combs}, \ {\it Florida}$

State U.

Facilitators: Philip Bromiley, U. of California, Irvine; Catherine M. Dalton, Indiana U., Bloomington; Javier Gimeno, INSEAD; R. Duane Ireland, Texas A&M U.; David Ketchen, Auburn U; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Rita Gunther McGrath, Columbia U.

244 : (IAM) Iberoamerican Academy of Management Business Meeting

6:30pm - 8:30pm Hilton Atlanta: Embassy Room

Sunday 7:00AM

245 SPDW: (MED, TIM, CAR) Sharing Management Knowledge Through Global E-Media

7:00am - 9:00am Hyatt Regency Atlanta: Vinings Organizer: Charles Wankel, St. Johns U.

Presenters: Gautam Ahuja, U. of Michigan; Neal M. Ashkanasy, U. of Queensland; Regina F. Bento, U. of Baltimore; John F.S. Bunch, Benedictine College; Brian S. Butler, U. of Pittsburgh; Alan B. Eisner, Pace U.; Dale E Fitzgibbons, Illinois State U.; Philip L. Cochran, Indiana U.; Timothy DeGroot, Oklahoma State U.; Alev M Efendioglu, U. of San Francisco; Jeanie M. Forray, Western New England College; Eric Goodman, Kaplan U.; Paul L Govekar, Ohio Northern U.; Michael A. Gross, Colorado State U.; Lee Grubb, East Carolina U.; Robert J. Harvey, Virginia Tech; James C. Hayton, Bocconi U.; Kurt Heppard, U.S. Air Force Academy; **Bret Hilton**, Academy of Management; **David Jacobs**, Morgan State U.; Jon (Sean) Jasperson, Texas A&M U., College Station; Penelope Jones, U. of the West of England; Palmira Juceviciene, Kaunas U. of Technology; Robertas Jucevicius, Kaunas U. of Technology; Giedrius Jucevicius, Kaunas U. of Technology; Tunga Kiyak, Michigan State U.; Peggy D. Lee, Pennsylvania State U., Great Valley; Mark M. Lennon, U. of Rhode Island; Romie Frederick Littrell. Auckland U. of Technology: Pablo Martin De Holan, IE and INCAE; 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; Brian Peach, U. of West Florida; Sharma N. Pillutla, Towson U.; Annette L Ranft, Florida State University; Charlotte Rayner, Portsmouth U; Kira Kristal Reed, Syracuse U.; Barry Rice, Loyola College; William D Schulte, Shenandoah U.; Nagaraj Sivasubramaniam, Duquesne U.; Lynda St. Clair, Bryant U; Robert David Stephens, Shippensburg University; Susan M. Stewart, U. of Puget Sound; Matthew Suppa, Academy of Management; Catherine Tinsley, Georgetown U.; Raymond Nam Cam Trau, Deakin U.; Kim-Chi Wakefield Trinh, Duke U.; Hetty Van Emmerik, Utrecht U.; Charles Wankel, St. Johns U.; Andreas Werr, Stockholm School of Economics; Robert R Wiggins, U. of Memphis; Yuji Yoshida, Chiba U. of Commerce; B J Zirger, U. of Cincinnati

246 ©: (MSR) Meditation Session II

7:00am - 8:00am Hilton Atlanta: Washington Facilitator: Gerald Biberman, U. of Scranton

Sunday 7:30AM

247 □ • → •: (MC) MC Division Doctoral Student Consortium (3)

7:30am - 10:15am Hyatt Regency Atlanta: Hanover E

Pre-registration recommended - see http://uwf.edu/mcd/ Consortium continued from Saturday, 12:30-2:15pm (#159) & 2:30-7:00pm (#207).

Organizer: C Ken Weidner, Saint Joseph's U. Facilitator: Edward Eli Kass, St. Joseph's U.

Presenters: John L. Bennett. Queens University of Charlotte: Anthony F Buono, Bentley College; W Warner Burke, Teachers College, Columbia U.; Miguel Caldas, Loyola U. New Orleans;

Robert S D'Intino, Rowan U.; Larry E Greiner, U. of Southern California; David Jamieson, Pepperdine U.; Teresa Joyce, Kennesaw State U.; Kenneth Wm. Kury, Saint Joseph's U.; Scott Lever, PA Consulting Group; Donald D. Maier, University of St. Francis; Sandra M Martinez, Widener U.; Rickie Moore, EM LYON; Flemming Poulfelt, Copenhagen Business School; Yasmin S. Purohit, Saint Joseph's U.: George P. Sillup, Saint Joseph's U.: Andreas Werr, Stockholm School of Economics

248 © > SPDW: (MC, ODC, PTC, ITC, BPS) Building Healthy Companies: Ensuring Sustained Performance While Managing Organizational Health

7:30am - 10:15am Hyatt Regency Atlanta: Hanover F

Discussants: William S. Schaninger, McKinsey & Co.; Mark Loch, McKinsey & Co.; Colin Price, McKinsey & Co.; Richard Elder,

McKinsey & Co.

Presenter: Aaron De Smet, McKinsey & Co.

Sunday 8:00AM

249 : (AAA) Breakfast with Academy of Management **Affiliates & Associated Societies**

8:00am - 9:30am Atlanta Marriott Marquis: Imperial - Salon B AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAMAOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA

Organizer: Thomas G. Cummings, U. of Southern California

250: (AAA) Atlanta 2006, LAC

8:00am - 11:00pm Hyatt Regency Atlanta: Chicago C Local Arrangements Chairs: William P Galle, U. of New Orleans; Erich Brockmann, U. of New Orleans

251: (AAA) Placement Services

9:00am - 4:00pm Hyatt Regency Atlanta: Harris Placement Services - Registration and Information Organizer: Scott C. Douglas, U. of Montana

252: (AAA) Conference Registration

8:00am - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Reg. Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor

253 → SPDW: (CMS. OMT) Reconsidering Established Social Order in the Light of Girard's Mimetic Theory

8:00am - 9:50am Hilton Atlanta: DeKalb Organizer: Richard Pin, U. of Lille 1 Presenter: Rahal Moukarzel, Mimexis

254: (ENT) Doctoral Students / New Faculty Consortia

8:00am - 9:50am Atlanta Marriott Marquis: Cluster 2 - Magnolia Note: Friday and Saturday sessions to be held at an off-site location. Please contact one of the organizers for more information. Organizers: G. T. Lumpkin, Texas Tech U.; Jeff Covin, Indiana U.; William B. Gartner, Clemson U.; Andrew C. Corbett, Rensselaer Polytechnic Institute

255 SPDW: (ENT. BPS) Emergent Themes In

Entrepreneurship Research

8:00am - 9:30am Atlanta Marriott Marquis: International 10

Open - no restrictions on participation

Organizer: Gerard George, London Business School

Facilitators: Sharon Alvarez, Ohio State U.; Saras Sarasvathy, U. of Virginia; Markku V. J. Maula, Helsinki U. of Technology Presenters: Gerard George, London Business School; Ted Baker, North Carolina State U.; M. Diane Burton, Massachusetts Institute of Technology; Anne S Miner, U. of Wisconsin, Madison; Elaine Romanelli, Georgetown U.; Robert Baron, Rensselaer Polytechnic Institute

256 SPDW: (GDO, HR, MED, BPS) Designing and Teaching Courses on "Diversity in Organizations"

8:00am - 12:00pm Hyatt Regency Atlanta: Lenox

Preregistration req; contact David Kravitz at dkravitz@gmu.edu. Designed for individuals with limited/no experience teaching diversity courses.

Organizer: David A. Kravitz, George Mason U.

Presenters: Derek R. Avery, Rutgers U., Camden; Myrtle P. Bell, U. of Texas, Arlington; Bernardo M. Ferdman, Alliant International U.; Gary N. Powell, U. of Connecticut, Storrs; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Martin N. Davidson, U. of Virginia; Stacy Blake-Beard, Simmons College

257: (HCM) HCM PDW Continental Breakfast

8:00am - 8:30am Hilton Atlanta: Jackson

Organizer: Christy Harris Lemak, U. of Florida

258 → SPDW: (IM, OMT, BPS, ITC) Business in Developing Countries: Interaction Between Local Institutional & Global Economic Dynamics

8:00am - 10:20am Atlanta Marriott Marquis: Chablis & Picard Organizer: **Sergio Janczak**, U. of Western Ontario Facilitator: **Sergio Janczak**, U. of Western Ontario

Discussants: Taieb Hafsi, HEC Montreal; Claude Marcotte,

Concordia U.; Geert Hofstede, Tilburg U.

Presenters: Stuart Hart, Cornell U.; Nancy J Adler, McGill U.; Rick Molz, Concordia University; Tina Dacin, Queen's U., Canada Participants: Trevor Davis Hunter, U. of Western Ontario; Mehdi Farashahi, Concordia University; Sid Ahmed SOUSSI, University of Quebec in Outaouais

259 ☐→ SPDW: (IM, TTC, BPS, ITC) Interactive Teaching Methods in International Management (Breakout)

8:00am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Calgary Pre-registration required. Contact Gerhard Apfelthaler at gerhard.apfelthaler@fh-joanneum.at

Chairs: Gerhard Apfelthaler, FH Joanneum; Julia Gluesing, Wayne State U.; Malika Richards, Pennsylvania State U.

260 ☐→ SPDW: (IM, TTC, BPS, ITC) Interactive Teaching Methods in International Management (Breakout)

8:00am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Madrid Pre-registration is required. Contact Gerhard Apfelthaler at gerhard.apfelthaler@fh.joanneum.at

Chairs: Gerhard Apfelthaler, FH Joanneum; Julia Gluesing, Wayne State U.; Malika Richards, Pennsylvania State U.

261 □→SPDW: (IM, TTC, BPS, ITC) Interactive Teaching Methods In International Management

8:00am - 12:00pm Atlanta Marriott Marquis: Čluster 1 - Trinidad Pre-registration is required. Contact Gerhard Apfelthaler at gerhard.apfelthaler@fh-joanneum.at

Chairs: Gerhard Apfelthaler, FH Joanneum; Julia Gluesing, Wayne State U.; Malika Richards, Pennsylvania State U.

Presenters: Martin Neubauer, FH Joanneum; Thomas Schmalzer, FH Joanneum; Allan W Bird, U. of Missouri, St. Louis; Mary Yoko Brannen, San Jose State U.; Jeanne M McNett, Assumption College; Betty Jane Punnett, U of West Indies; Bjoern Z Ekelund, Human Factors; Joyce Osland, San Jose State U.; Paul Kalfadellis. Monash U.

262 ☐→: (MED) Using Games To Teach Management/Social Competency To Make Decisions Under Realistic Conditions

8:00am - 9:30am Hyatt Regency Atlanta: Techwood *Organizer:* **Andrea Licari**, St. Johns U.

Presenters: Teresa Torres, Rovia i Viligi U.; Albert C. Ovedovitz, St. Johns U.

263 SPDW: (MED, NDSC, TTC, HR, BPS, PTC, CAR, ODC)

Build and Understand Your Own Teaching Philosophy

8:00am - 9:50am Hyatt Regency Atlanta: Roswell Organizer: **Jennifer Leigh**, Gettysburg College

Presenters: Joy E. Beatty, U. of Michigan, Dearborn; Kathy Lund Dean, Idaho State U.

264 ♥ SPDW: (MEN, CAR, GDO, MED) Ethics in Mentoring: Exploring Dilemmas & Tactics to Deal Strategically with Duality

8:00am - 9:50am Hyatt Regency Atlanta: Kennesaw

Chairs: Rowena Ortiz-Walters, Quinnipiac U.; Stacy Blake-Beard, Simmons College; Haze Nicole Schepmyer, Massey College, U. of Toronto; C. Douglas Johnson, Georgia Southern U. Speakers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Terri

Speakers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Terri A. Scandura, U. of Miami; Jerome Katz, St. Louis U.; Dennis Moberg, Santa Clara U.; Lucy L. Gilson, U. of Connecticut, Storrs; Regina O'Neill, Suffolk U.; Manuel Velasquez, Santa Clara U.; Amy Klemm Verbos, U. of Wisconsin, Milwaukee

265 SPDW: (MOC, OB, ODC, OMT) Organizational Behavior Doctoral Student & Junior Faculty Consortium: Breakfast with Journal Editors

8:00am - 8:30am Hyatt Regency Atlanta: Hanover C

Organizers: Daniel Skarlicki, U. of British Columbia; Russell Cropanzano, U. of Arizona

266 SPDW: (OB, HR) Learning To Use Self-Leadership During The Doctoral Dissertation Process

8:00am - 9:50am Hyatt Regency Atlanta: Singapore

Participants are doctoral students starting or working on
dissertations. Must pre-register with Kevin Henderson.

Organizer: Kevin E. Henderson, U. of Arkansas, Fayetteville
Facilitators: Vikas Anand, U. of Arkansas; Greg L Stewart,
University of Iowa

Presenters: Charles C Manz, U. of Massachusetts, Amherst; Christopher P Neck, Virginia Tech

267 ■SPDW: (OB, OMT, ODC) Systemic Approaches to Organizations and Leadership

8:00am - 9:50am Hyatt Regency Atlanta: University
Facilitator: James G Hunt, Texas Tech U.
Discussant: Richard N Osborn, Wayne State U.

Presenters: **T. Owen Jacobs**, Consultant; **Bill McKelvey**, U. of California, Los Angeles; **Andrew M Pettigrew**, U. of Bath

268 → SPDW: (OCIS, ITC) International Networking and Research Opportunities

8:00am - 10:00am Atlanta Marriott Marquis: Champagne

Open. Pre-Registration Recommended. Contact Robert Davison

(isrobert@cityu.edu.hk).

Organizer: Robert M Davison, City U. of Hong Kong

Presenters: Carol Stoak Saunders, U. of Central Florida; Marleen

Huysman, Vrije U. Amsterdam; Niki Panteli, U. of Bath

269 © SPDW: (ODC, MED) Building Organization Development And Change (ODC) As An Academic Discipline

8:00am - 11:30am Hilton Atlanta: Paulding

Organizer: Larry M. Starr, U. of Pennsylvania

Presenters: Glenn Varney, Bowling Green State U.; Eric Goodman, Kaplan U.; Ram Tenkasi, Benedictine U.; Donald D Warrick, University of Colorado, Colorado Springs; Rosa M. Colon, Benedictine U.; Peter Sorensen, Benedictine U.; Sylvia Flatt, U. of San Francisco

270 (CM) Simulation Using Your Laptop To Manage A Factory Operation

8:00am - 9:30am Atlanta Marriott Marquis: Cluster 1 - Amsterdam Organizer: Amelia Carr, Bowling Green State U.

271 SPDW: (OM, BPS, ENT) Crossing The Steams: The Intersection Of Entrepreneurship, Innovation And Operations

8:00am - 9:30am Atlanta Marriott Marquis: Cluster 3 - Cabinet

A panel will provoke discussion on entrepreneurhsip, innovation and operations.

Organizer: John E. Ettlie, Rochester Institute of Technology Presenters: Vadake Narayanan, Drexel U.; Michael H. Morris, Syracuse U.; Morgan Miles, Georgia Southern U.

272 SPDW: (OM, RM, BPS) Pushing Ahead With Case-Based Research

8:00am - 9:30am Atlanta Marriott Marquis: Cluster 1 - Quebec Both new and traditional research tools suited to the practical study of projects are described.

Organizer: Suzanne deTreville, U. of Lausanne

273 PDW: (OM, TIM, MED, TTC) Using Cutting Edge Technology In Management Education

8:00am - 9:30am Atlanta Marriott Marquis: Cluster 3 - Zurich

Organizers: Barton Pursel, Penn State University; Shawn M. Clark, Pennsylvania State U.

274 ■SPDW: (OMT, BPS) Assumptions, Theory Building, and Managerial Action: Why The Public Should Be Concerned

8:00am - 10:30am Hilton Atlanta: Crystal Ballroom C & D

Pre-registration required. E-mail with your name, affiliation, and contact information to hrocha@iae.edu.ar or

hrocha.phd2000@london.edu.

Organizers: Raymond E Miles, U. of California, Berkeley; Hector O. Rocha, IAE - Management and Business School of Austral University; Peter Moran, London Business School Presenters: Fabrizio Ferraro, IESE Business School; Javier

Presenters: Fabrizio Ferraro, IESE Business School; Javier Garcia Sanchez, IAE Business School - U. Austral; James P Walsh, U. of Michigan, Ann Arbor; David A. Whetten, Brigham Young U.

275 SPDW: (OMT, MED, TTC, BPS) Generating Dynamic Learning Approaches Inside And Outside The Classroom

8:00am - 9:50am Atlanta Marriott Marquis: International 8

Pre-registration required. Send information to chair.

Organizers: Terry W. Conry, Ohio U.; Kelly Thomson, York U. Keynote Speakers: Karl E Weick, U. of Michigan, Ann Arbor; Ellen R. Auster, York U.; Laurie N DiPadova-Stocks, Park U.

276 ☐→ SPDW: (ONE, PNP, IM, MED) Global Thinking, Local Operations: Teaching Sustainability Across Cultures And In Emerging Economies

8:00am - 10:30am Hilton Atlanta: Douglas

This session aims to explore the challenges of teaching sustainability across cultures and in emerging economies. Facilitators: Carolyn Egri, Simon Fraser U.; Gordon P. Rands,

Western Illinois U.; Philip L Cochran, Indiana U.

Coordinators: Stephanie Bertels, U of Michigan Ann Arbor;

Suzanne Benn, U. of Technology, Sydney *Participant:* **Svenja Tams**, U. of Bath

277 SPDW: (RM, BPS) Robust Regression

8:00am - 9:50am Atlanta Marriott Marquis: Cluster 3 - Sydney There is a \$5.00 fee for non members of RM. Presenter: William H. Starbuck. U. of Oregon

278 → SPDW: (RM, IM) Methods and Design for International Management Research

8:00am - 10:00am Atlanta Marriott Marquis: Cluster 3 - London
There is a \$5.00 fee for non members of RM.
Keynote Speaker: **Kwok Leung**, City U. of Hong Kong

279 SPDW: (RM, NDSC, TIM) Ask the Experts: Qualitative Methods

8:00am - 9:50am Atlanta Marriott Marquis: Imperial - Salon A *Organizer:* **Raza A Mir**, William Paterson U.

Presenters: Michael G Jacobides, London Business School; Gideon Kunda, Tel Aviv U.; Karen D Locke, College of William and

Mary; Diana Sharpe, Monmouth U.

Sunday 8:20AM

280 ■SPDW: (TIM, BPS, OCIS) Open Source Software 1 Research Development Workshop

8:20am - 9:50am Atlanta Marriott Marquis: International A Submission deadline: May 15, 2006. E-mail papers to 2006PDW@floss.syr.edu. Please see the PDW website at http://www.floss2006.info/This workshop is the first of two related open source workshops at Academy 2006. The second workshop is "Open Source Software: Bridging Theoretical and Methodological Perspectives." Participants in this workshop are also encouraged to attend the later workshop.

Chairs: Kevin Crowston, Syracuse U.; Joel West, San Jose State

Facilitator: Richard Thomas Watson, U. of Georgia Presenter: Georg von Krogh, ETH Zurich

Sunday 8:30AM

281 → •: (AAM) Asia Management Roundtable: Knowledge and Action in Management Research in Asia

8:30am - 12:00pm Hilton Atlanta: Gwinnett

Registration NOT required.

Professional Development Workshop Chairs: Andrew Delios, National U. of Singapore; Steven S. Lui, City U. of Hong Kong Presenters: Madan Annavarjula, Bryant U; Murali D.R. Chari, Indiana University South Bend; B Elango, Illinois State U.; Ping Ping Fu, The Chinese U. of Hong Kong; Michael A. Hitt, Texas A&M U., College Station; Yuan-che Hsiao, I-Shou U; Pei-Wen Huang, I-Shou U./ Cheng Shiu U.; Chun Hui, Chinese University of Hong Kong; Ho-uk Lee, Yonsei U.; Yan Li, Chinese University of Hong Kong; Cheng-Chen Lin, National Pintung U.; Chi-Wei Liu, I-Shou U./ HungKuang Technology U.; Jong-Hun Park, Ewha Women's U.; Chinmay Pattnaik, Yonsei U.; Tai-kuang Peng, I-Shou U; Takashi Sakikawa, Niigata U.; Santanu Sarkar, Tata Institute of Social Sciences: Hsiu-Ling Wang, I-Shou U; Kaohsiung Medical U; Tiemin Wang, London Business School; Hisashi Yamada, Niigata University of International and Information Studies; Hong Zhu, Texas A&M U.

282 (BPS) Managing Your Dissertation Workshop 8:30am - 12:00pm Atlanta Marriott Marquis: International 2

By pre-registration only. Please contact Sarah Kaplan at slkaplan@wharton.upenn.edu by July 15th Presenters: Sarah Kaplan, U. of Pennsylvania; Saikat Chaudhuri,

U. of Pennsylvania; Gary Dushnitsky, U. of Pennsylvania; Jonathan O'Brien, U. College Dublin; Jasjit Singh, INSEAD

283 (BPS) BPS Doctoral Consortium

8:30am - 12:00pm Atlanta Marriott Marquis: Marquis - Salon I Please contact Jan Rivkin jrivkin@hbs.edu Chair: Tammy L. Madsen. Santa Clara U.

Discussants: Joel A.C. Baum, U. of Toronto; Yves Doz, INSEAD;

Donald C. Hambrick, Pennsylvania State U.; Riitta Katila, Stanford U: Jack A Nickerson, Washington U.: Margaret Peteraf.

Dartmouth College; Minyuan Zhao, U. of Minnesota

Coordinator: Jan W. Rivkin, Harvard U. Presenter: Ming-Jer Chen, U. of Virginia

284: (BPS) BPS New Faculty Consortium

8:30am - 12:00pm Atlanta Marriott Marquis: Marquis - Salon II Those interested in participating should apply no later than May 15th, 2006 by submitting the following items: 1) a current CV, 2) a statement of teaching and research interests (one page maximum in total), and 3) a letter from the applicant's Dean or Department Chair nominating the applicant to represent their school at the New Faculty Consortium. Applications should be sent to: MASON A. CARPENTER, School of Business, University of Wisconsin-Madison 975 University Avenue, Madison, WI

53706mcarpenter@bus.wisc.edu

Organizer: Mason A Carpenter, U. of Wisconsin, Madison Facilitators: Melissa Schilling, New York U.: Pratima Bansal, U. of Western Ontario; Timothy Michael Devinney, Australian Graduate School of Management; Marta A Geletkanycz, Boston College; Peggy M. Lee. Arizona State U.: Laurie Milton, U. of Calgary/U. of Western Ontario; Tim Pollock, Pennsylvania State U.; Wm Gerard Sanders, Brigham Young U.; H Kevin Steensma, U. of Washington; Anja C. Tuschke, U. of Passau

285 : (HCM) Strategies for Successful Funding of Organizational Research

8:30am - 10:00am Hilton Atlanta: Jackson

Organizer: Robert J Weech-Maldonado, U. of Florida

Presenters: Ruth A Anderson, Duke U.; Gary J Young, Boston U.; Michael I Harrison, Agency for Healthcare Research and Quality; Robert J Weech-Maldonado, U. of Florida

286 SPDW: (HCM, BPS) Growth Curve Modeling for Management Research

8:30am - 10:00am Hilton Atlanta: Madison

Organizer: Rebecca S Wells, University of North Carolina Presenter: Rebecca S Wells, University of North Carolina

287 □ • → SPDW: (HR, OB) Junior Faculty Consortium (HR Division)

8:30am - 12:00pm Hyatt Regency Atlanta: Hanover A Registration deadline is June 1, 2006, Register by e-mailing Maria Kraimer at mkraimer@unimelb.edu.au.

Organizers: Jeffrey LePine, U. of Florida; Maria Kraimer, U. of Melbourne; Juan I. Sanchez, Florida International U. Speakers: Mary A. Gowan, George Washington U.; John Hollenbeck, Michigan State U.; Herman Aguinis, U. of Colorado, Denver; Murray Barrick, U. of Iowa; Russell Cropanzano, U. of Arizona; Rodger Griffeth, U. of New Orleans; Alison Konrad, U. of Western Ontario; Michael Mumford, U. of Oklahoma; Sheldon Zedeck, U. of California, Berkeley; Theresa Welbourne, U. of Michigan; Neal M. Ashkanasy, U. of Queensland; David A. Harrison, Pennsylvania State U.

288 (MED) Enhancing Management Education By Applying The National Academy Of Sciences Learning Cycle

8:30am - 9:30am Hyatt Regency Atlanta: Inman Organizer: Mark D Cannon, Vanderbilt U.

Presenters: Richard L Daft, Vanderbilt U.; Dorothy Marcic,

Vanderbilt U.

289: (MOC) Cognition in the Rough

8:30am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Bonn

Organizers: Morela Hernandez, Duke University; David M. Wasieleski, Duguesne U.; Sucheta Nadkarni, U. of Nebraska;

Marie T Dasborough, Oklahoma State U.

Presiding: Nils Plambeck, HEC School of Management, Paris Facilitators: Fran Ackermann, Strathclyde U.; Elena P Antonacopoulou, U. of Liverpool; Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.; Janet M Dukerich, U. of Texas, Austin; Colin Eden, Strathclyde U.; Dov Eden, Tel Aviv U.; C. Marlena Fiol, U. of Colorado, Denver; Peer C. Fiss. Queen's U., Canada: Raghu Garud. Penn State University: 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; Stephen Mezias, New York U.: Chet Miller. Wake Forest U.: Frances J Milliken. New York U.; Rhonda K Reger, U. of Maryland; Mary J Waller, U. of Maastricht

290 SPDW: (MOC, OB, OMT, CAR) Learning about Resilience: Research, Teaching, and Professional **Aspiration**

8:30am - 12:00pm Atlanta Marriott Marquis: Rhine & Savoy Pre-registration required. Contact Jane Dutton (Janedut@umich.edu)

Organizers: Jane E Dutton, U. of Michigan, Ann Arbor; Modupe Akinola, Harvard U.; Marlys K. Christianson, U. of Michigan, Ann Arbor; Mary Ann Glynn, Emory U.; Daniel A. Gruber, U. of

Michigan; Naomi B. Rothman, New York U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Karen Golden-Biddle, U. of Alberta

291 SPDW: (OB, OMT, MOC, ODC) Joint Editor's Panel -Journals sponsored by Academy of Management

8:30am - 9:50am Hyatt Regency Atlanta: Hanover C

Organizer: Daniel Skarlicki, U. of British Columbia

Presenters: Peter Cappelli, U. of Pennsylvania: Sara L Rynes, U. of lowa; James R Bailey, George Washington U.; Martin J Kilduff, Pennsylvania State U.

Sunday 9:00AM

292: (AAA) Current and Incoming Heads and Members of **Academy Committees**

9:00am - 10:30am Atlanta Marriott Marquis: Cluster 5 - Shangri-La Organizer: Ken G. Smith, U. of Maryland

293: (AAA) 2006 Program Chairs Meeting

9:00am - 10:30am Atlanta Marriott Marquis: Cluster 5 - South Hampton Organizers: Thomas W. Lee, U. of Washington; Janet A. Thompson, U. of Washington; Jimmy Le, Academy of Management

294: (AAA) Conference Exhibits

9:00am - 5:00pm Hyatt Regency Atlanta: Grand Hall

Organizer: George T Solomon, George Washington U.

295: (AAA) Membership

9:00am - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Member 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.

296 © SPDW: (BPS, HCM, MH, PTC, MC) Strategy As Practice

- Putting The Manager Back Into Strategy

9:00am - 12:00pm Atlanta Marriott Marquis: International 6 Background to, and discussion of main themes arising in, the

Strategy as Practice research agenda.

Organizer: Shameen Prashantham. Strathclyde U. Discussants: Leif Melin, Jönköping University: Gerard P. Hodgkinson, U. of Leeds; Ian Michael Clarke, Lancaster U.; Steven W Floyd, U. of St. Gallen; Paula Jarzabkowski, Aston Business School: Julia Balogun. Cass Business School. City Univeristy

Speakers: Gerry Johnson, U. of Strathclyde; Richard Whittington, U. of Oxford; Ann Langley, HEC Montreal

297 SPDW: (BPS. OMT. TIM) What (TCE. RBV) Factors Drive Changes In The Structure And Attractiveness Of **Industry Over Time?**

9:00am - 12:00pm Atlanta Marriott Marquis: International 1 Competitive Submission ProcessPreregistration required.By invitation only. Participants need to submit paper by 31 May 2006. Organizers: Jeff Macher, Georgetown U.; Michael J Leiblein, Ohio State U.; Michael G Jacobides, London Business School Discussants: Jay B Barney, Ohio State U.; Nicholas Argyres, Boston U.; Harbir Singh, U. of Pennsylvania; Todd Zenger, Washington U.

298 SPDW: (BPS, OMT, TIM) Research Incubator On **Alliance Portfolios**

9:00am - 11:30am Atlanta Marriott Marquis: International 5

Preregistration required. Please email Melanie Schreiner at melanie.schreiner@unikonstanz.de

Organizers: Melanie Schreiner, U. of St. Gallen; Koen Heimeriks, Copenhagen Business School

Presenters: Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Prashant Kale, U. of Michigan, Ann Arbor; Werner Helmut Hoffmann, Vienna U. of Economics and Business Administration; Tina Dacin, Queen's U., Canada; Frank T. Rothaermel, Georgia Institute of Technology

299 SPDW: (CAR, GDO) Careers Scholarship Think Tank

9:00am - 11:30am Hyatt Regency Atlanta: Hanover D

Preregistration is requested (though not required). Please email Jon Briscoe (jonbriscoe@niu.edu) or Suzanne de Janasz (sjanasz@umw.edu)

Organizers: Suzanne C. De Janasz, U. of Mary Washington; Jon P. Briscoe, Northern Illinois U.

Facilitator: Sherry E. Sullivan, Bowling Green State U.

Presenters: C. Brooklyn Derr, Brigham Young U.; Douglas T. Hall,

Boston U.; Jeffrey H. Greenhaus, Drexel U.; Kathy E. Kram,

Boston U.: Lisa A Mainiero. Fairfield U.

300: (CM) Diversity And Fairness In Teams

9:00am - 12:00pm Hyatt Regency Atlanta: Regency V

Pre-registration required.

Organizer: Kenneth H Price, U. of Texas, Arlington Presenters: Mark A. Clark, American U.; Caren Goldberg, American U.; James J Lavelle, U. of Texas, Arlington; Brian Joseph O'Leary, U. of Tennessee, Chattanooga; Anita D Bhappu, Southern Methodist U.: Joanne H. Gavin, Marist College: Amv B Henley, U. of Texas, Arlington; Gary C McMahan, U. of Texas, Arlington

301 @SPDW: (CM, HR, OMT) Starting Out on the Right Foot: Negotiating Your First Job

9:00am - 12:00pm Hyatt Regency Atlanta: Regency VI

Registration Required

Organizers: Anita D Bhappu, Southern Methodist U.: Melissa C Thomas-Hunt, Cornell U.

Presenters: Roy J. Lewicki, Ohio State U.; Gregory Northcraft, U. of Illinois at Urbana-Champaign; Laurie R. Weingart, Carnegie Mellon University; Robin L. Pinkley, Southern Methodist U.; Susan E. Brodt, Queen's U.; Stephen E Weiss, York U.

302 ©: (CMS) Faculty Unionization: Weathering The Perfect Storm

9:00am - 10:20am Hilton Atlanta: Club Room

Presenters: Roger Wehrell, Not Specified; Roger Wehrell, Not Specified; Richard Hudson, Mount Allison University

303: (MH) Professional Development in Academia: **Getting Published**

9:00am - 10:20am Hilton Atlanta: State Room

Chair: Jane Whitney Gibson, Nova Southeastern U.

Presenters: Dewey E Johnson, California State U., Fresno; Peter B Petersen, John Hopkins U.; Herbert Sherman, Southampton U.; Bahaudin Mujtaba, Nova Southeastern U.; John Humphreys, Texas A&M U.

304 ■SPDW: (MOC, OB, BPS, NDSC, OMT) Complexity Theory, Leadership Theory, and National Security Management

9:00am - 12:00pm Atlanta Marriott Marquis: International B Open

Organizer: James Douglas Orton, Michigan Technological U.

Chair: Janice A. Black, New Mexico State U

Presenters: James Douglas Orton, Michigan Technological U.; Russ Marion, Clemson U.; Chuck Lutes, Institute for National Strategic Studies; Cynthia D. McCauley, Center for Creative Leadership

305 @SPDW: (ODC, CAR, ENT, HR) Political Savvy in **Organizational Politics**

9:00am - 10:20am Hilton Atlanta: Directors Room

Presenters: Joel R. DeLuca, Evergreen Business Group; Kathleen F Morris, Not Specified; Stewart D. Friedman, U. of Pennsylvania

306: (OMT) **OMT Doctoral Dissertation Consortium**

9:00am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Stockholm

Pre-registration required. Contact organizer.

Organizer: Pamela R Haunschild, U. of Texas, Austin

Participants: Howard Aldrich, U. of North Carolina; Joanne Martin, Stanford U; Michael L. Tushman, Harvard U.; Andrew H. Van de Ven, U. of Minnesota; David A. Whetten, Brigham Young U.

307: (PNP) PNP Doctoral Student Consortium

9:00am - 12:00pm Hilton Atlanta: Crystal Ballroom A & F

Participants will email a research idea (1 to 2 page) to Elizabeth

Winslow (email: ebw02d@garnet.acns.fsu.edu) Organizer: Kaifeng Yang, Florida State U.

Presenters: Kirsten Gronbjerg, Indiana U.; Hal G Rainey, University of Georgia; James Bowman, Florida State U.; Ralph Brower, Florida State U.; David Pitts, Georgia State U.; John M Bryson, U. of Minnesota; R. Karl Rethemeyer, U. at Albany, SUNY

308 ©: (PNP) PNP Junior Faculty Consortium

9:00am - 12:00pm Hilton Atlanta: Crystal Ballroom B & E

Organizers: Laurie E Paarlberg, San Francisco State U; Stephen

T.T. Teo, U. of Technology, Sydney

Presenters: Steven Kelman, Harvard U., Kennedy School of Govt; Mary E Guy. Florida State U.

309 € SPDW: (PNP, OM, ODC, MOC, BPS, MC, PTC) Co-Producing Knowledge For Action: Developing Practice-**Grounded Research Collaboratives**

9:00am - 11:30am Hilton Atlanta: Embassy Room

Narrative Inquiry, Cooperative Inquiry, and Ethnography: getting the most out of these methodsSend name, title, affiliation, mail, email, phone no

Organizer: Sonia Ospina, New York U. Discussant: Amparo Hofmann, New York U.

Presenters: Erica Foldy, New York U.; Jennifer Dodge, New York

U.; Angel Saz-Carranza, New York U.; Angie J Chan, New York U.

310: (SIM) Learn From The Experts About Publishing Social Issues Research In Top General Management Journals

9:00am - 12:00pm Hilton Atlanta: Grand Salon B

Pre-registration required. Email dirk.matten@rhul.ac.uk by June 1 Facilitators: Harry G Barkema, Tilburg U.; Andrew Crane, Nottingham U.; Yiannis Gabriel, Royal Holloway, U. of London;

Pursey Heugens, RSM Erasmus Univ.; Anne O'Leary-Kelly, U. of Arkansas; Anne O'Leary-Kelly, U. of Arkansas; lan Mitroff, U. of Southern California; J. (Hans) Van Oosterhout, RSM Erasmus Univ.; Scott J. Reynolds, U. of Washington; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Lori Verstegen Ryan, San Diego State University; Andreas Georg Scherer, U. of Zurich; Donald Siegel, U. of California, Riverside; John F. Stovall, California State University - Bakersfield; Chamu Sundaramurthy, San Diego State University; Linda K Trevino, Pennsylvania State

Coordinators: Dirk Matten, Royal Holloway, U of London; Mark P Sharfman, U. of Oklahoma, Norman

311 ■SPDW: (TIM, BPS, RM) Creating Value Through Innovation Alliances: Understanding What, When And

9:00am - 11:30am Atlanta Marriott Marguis: Cluster 4 - Thames Chair: Gurneeta Vasudeva, Indian School of Business Presenters: Jaideep Anand, Ohio State U.; Toby E. Stuart, Columbia U.; Paul Almeida, Georgetown U.; Jennifer Spencer, George Washington U.; Harbir Singh, U. of Pennsylvania; Rachelle Sampson, U. of Maryland; Gautam Ahuja, U. of Michigan: Anju Seth. U. of Illinois. Urbana-Champaign

312 ■SPDW: (TIM, OMT, BPS) Ecological Research On Technology And Innovation

9:00am - 11:30am Atlanta Marriott Marquis: Cluster 4 - Tigris

Please submit papers on technology or innovation using ecological theory or methods. Papers with multiple theoretical lenses are welcome.

Chairs: Olga Khessina, Georgetown U.; Jonathan Jaffee, U. of Southern California

Sunday 9:30AM

313: (AAA) Academy of Management Perspectives **Editorial Board Meeting**

10:00am - 11:30am Atlanta Marriott Marquis: Cluster 5 - Riviera Organizer: Peter Cappelli, U. of Pennsylvania

314: (ENT) Longitudinal Methods And Panel Data For **Entrepreneurship Research**

9:30am - 11:00am Atlanta Marriott Marquis: International 10

Open - no restrictions.

Organizer: Gerard George, London Business School

Facilitators: Gerard George, London Business School: Atul Nerkar. U. of North Carolina, Chapel Hill; Riitta Katila, Stanford U; Louis

Marino. U. of Alabama

Presenters: Frederic Delmar, EM Lyon; Jon T Eckhardt, U. of Wisconsin, Madison; Olav Sorenson, London Business School; Robert J. Strom, Kauffman Foundation; Noam Wasserman, Harvard U.

315 → SPDW: (IM, TIM, BPS, ODC) Bringing External Innovation Inside

9:30am - 12:00pm Atlanta Marriott Marquis: Cluster 4 - McKenzie Pre-registration required through

http://forms.london.edu/form.asp?id=4711. General inquiries please contact Felipe Monteiro at fmonteiro@london.edu

Organizer: Felipe Monteiro. London Business School Chair: Julian Birkinshaw. London Business School

☐ Teaching-oriented | ©Management Practice-oriented | →International-oriented | ●Theme-oriented | ● Visual Presentation | Description | Description |

Presenters: Felipe Monteiro, London Business School; Rick Delbridge, Cardiff U.; Julian Birkinshaw, London Business School; Harry G Barkema, Tilburg U.; John Bessant, Imperial College London: Ashish Arora. Carnegie Mellon University: Anita McGahan, Boston U.; Brian S. Silverman, U. of Toronto

316 SPDW: (MOC, BPS, TIM, ENT) Anticipation

9:30am - 12:00pm Atlanta Marriott Marquis: International C

Pre-registration is required

Contact: Sylvie Blanco, Grenoble Ecole de Management Distinguished Speaker: William H. Starbuck, U. of Oregon Facilitator: Sylvie Blanco, Grenoble Ecole de Management Presenters: Anne S. Huff, Technische U., München; Moren Levesque, Case Western Reserve U.; Nicolas Lesca, University of Grenoble: Per Davidsson, Queensland U. of Technology

317 ☐: (OB) International Perspectives of Leadership

9:30am - 11:30am Hyatt Regency Atlanta: Montreal

Facilitator: Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management

Presenters: Jone L. Pearce, U. of California, Irvine; Brad Jackson, Victoria U. of Wellington; Mary B Teagarden, Thunderbird, American Graduate School of International Mgmt.; Guenter Stahl, **INSEAD**

318 ■SPDW: (OB, MH, MC) Half Century of Progress: Leadership Research from 1950 to 2006

9:30am - 11:30am Hyatt Regency Atlanta: Cairo

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

Distinguished Speakers: Edwin Fleishman, George Mason U.:

Bernard M Bass, Binghamton U - SUNY Facilitator: Michael Mumford, U. of Oklahoma

319 SPDW: (OMT, BPS, MOC) Culture and Language in **Market and Field Processes**

9:30am - 11:30am Atlanta Marriott Marguis: International 7

Pre-registration required. E-mail the organizers with a short statement of research interests plus an abstract of any specific project you would like.

Organizers: Mark Kennedy, U. of Southern California; Klaus Weber, Northwestern U.

Discussant: Matthew Kraatz, U. of Illinois

Presenters: Mary Ann Glynn, Emory U.; William Ocasio, Northwestern U.; Joseph Porac, New York University; Roy R Suddaby, Alberta U.

320 SPDW: (PNP, MC, IAM, PTC) Giving Research **Feedback To Industry Partners**

9:30am - 11:30am Hilton Atlanta: Monroe

Email to tyrone.pitsis@uts.edu.au with your intention to attend and a brief description of your research and 1 or 2 specific discussion

Organizer: Tyrone S. Pitsis. U. of Technology. Sydney Presenters: Tyrone S. Pitsis, U. of Technology, Sydney; Ellen Baker, U. of Technology, Sydney; Melanie Kan, U. of Technology, Svdnev

321 SPDW: (TIM, BPS, IM) Geography, Networks, and Innovation

9:30am - 12:00pm Atlanta Marriott Marquis: Cluster 4 - Rio Grande Registration is open.

Chair: J. Muir Macpherson, Georgetown U.

Presenters: Jeffrey Furman, Boston U.; Wilbur Chung, U. of Maryland, College Park; Olav Sorenson, London Business School; Juan Alcacer, New York U.; Michelle Gittelman, New York U.; Minvuan Zhao. U. of Minnesota

Sunday 10:00AM

322 → •: (CMS) The Uneasy Marriage Between Feminism and CMS

10:00am - 11:30am Hilton Atlanta: Jefferson

Coordinator: Yvonne Benschop, Radboud U., Nijmegen Presenters: Marta B. Calas, U. of Massachusetts, Amherst; Joyce K Fletcher, Simmons College; Jeanie M. Forray, Western New England College; Jean Helms Mills, St. Mary's U.; Roy Stager Jacques, Auckland U. of Technology; Linda A Krefting, Texas Tech U.; Joanne Martin, Stanford U; Albert J. Mills, St. Mary's U.; Linda Smircich, U. of Massachusetts, Amherst; Janne Tienari, Lappeenranta U. of Technology

323 SPDW: (CMS, CAR, GDO, PTC, ODC) Doing Critical Applied Research

10:00am - 12:00pm Hilton Atlanta: Roosevelt

For people interested in research that is innovative and not restricted to academic audiences

Coordinator: William Kaghan, Touro U. International Presenters: William Kaghan, Touro U. International; David Knights, U. of Exeter; Mariann Jelinek, College of William and Mary; Tony G. LeTrent-Jones, Independent Consultant; David Thomas Weir. Ceram Sophia Antipolis: Tom Potterfield. Southern New Hampshire U.

324 © SPDW: (CMS, MED) Dark Side Case Competition V: Writing And Teaching Critical Management Theory Through Cases

10:00am - 12:00pm Hilton Atlanta: DeKalb

Coordinators: Latha Poonamallee, Case Western Reserve U.; Rosemary A McGowan. Wilfrid Laurier U.

Presenters: Albert J. Mills. St. Marv's U.: Brad S. Long. St. Francis Xavier U.; Jim Grant, Saint Mary's U.; Ellen Elizabeth

Rudderham-Gaudet, Saint Mary's U.; Francine Schlosser, U. of Windsor: **Amy Warren**. Not Specified: **James M. Tolliver**. UNB: Douglas H. Flint, U. of New Brunswick; Emmanuel Raufflet, Ecole de Hec; Monique Le Chéne, HEC Montreal

325 : (ENT) ENT Doctoral Student Consortium

10:00am - 12:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia Note: Friday and Saturday sessions to be held at an off-site location. Please contact one of the organizers for more information. Organizers: G. T. Lumpkin, Texas Tech U.; Jeff Covin, Indiana U.

326 SPDW: (ENT. BPS) Entrepreneurship & Research Methods

10:00am - 11:30am Atlanta Marriott Marguis: Cluster 3 - London

Open, no restriction on participation

Organizers: Moren Levesque, Case Western Reserve U.; Maria Minniti. Babson College

Moderator: Phillip Phan, Rensselaer Polytechnic Institute Presenters: Moren Levesque, Case Western Reserve U.; Richard J Arend, U. of Nevada, Las Vegas: Philipp Koellinger, DIW Berlin:

Maria Minniti, Babson College

327 SPDW: (ENT. ONE. BPS) Social And Sustainable Entrepreneurship: Defining Terms And Setting A Research Agenda

10:00am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - State

Open, no restrictions on participation

Organizer: Thomas J Dean, U. of Colorado, Boulder Facilitator: Desiree Pacheco, U. of Colorado, Boulder

Presenters: Thomas J Dean. U. of Colorado. Boulder: Andrea Larson, U. of Virginia; Jeffrey A. Robinson, New York U.; Norris F

Krueger, TEAMS/Entrepreneurship Northwest

328 OSPDW: (HR, CAR, GDO, OB, BPS) Teaching About Managing Work-Family-Life Integration As A Leadership Competency

10:00am - 12:00pm Hyatt Regency Atlanta: Piedmont

To pre-register, please send an e-mail to kossek@msu.edu by July 31, 2006. Late registration will be accepted, space permitting.

Coordinator: Ellen E. Kossek, Michigan State U. Presenter: Stewart D. Friedman, U. of Pennsylvania

329 → SPDW: (IM. ITC) Strategies For Collecting Data

10:00am - 12:00pm Atlanta Marriott Marquis: International 8

Pre-registration is required. Email CV, research interests & a statement on how this PDW will benefit you to Mahendra Joshi at mjoshi@walton.uark.edu

Organizers: Vikas Anand, U. of Arkansas; Mahendra Joshi, U. of Arkansas

Presenters: Daniel C Ganster, U. of Arkansas; John Schaubroeck, Drexel U.; Peter Hom, Arizona State U.; Peter W Dorfman, New Mexico State U; Mary Zellmer-Bruhn, U. of Minnesota; Vikas Anand, U. of Arkansas; Cynthia Lee, Northeastern U.

330 SPDW: (MED, CMS, TTC, BPS, ONE) Comparing Management Education Journals: AMLE, JME, and ML

10:00am - 11:30am Hyatt Regency Atlanta: Inman

Organizers: Joy E. Beatty, U. of Michigan, Dearborn; Jennifer Leigh, Gettysburg College

Presenters: James R Bailey. George Washington U.: Gordon E Dehler, College of Charleston; Jane Schmidt-Wilk, Maharishi U.; Susan Herman, U. of Alaska, Fairbanks; Ann L Cunliffe, U. of New Mexico

331 SPDW: (MED, NDSC, MEN, HCM) Learning the Art And Craft Of Reviewing: From Best Reviewers Of Today To Best Reviewers Of Tomorrow

10:00am - 12:00pm Hyatt Regency Atlanta: Roswell

Pre-registration required

Chair: Haze Nicole Schepmyer, Massey College, U. of Toronto

332 SPDW: (MED, TTC, CAR, CMS, SIM) Management and the Liberal Arts

10:00am - 12:00pm Hyatt Regency Atlanta: Techwood

Organizers: Michael L Frandsen, Albion College; Sandi L Dinger, Eastern U.; Robert Ledman, Georgia Southwestern State U.; John F.S. Bunch, Benedictine College; Roger Putzel, Saint Michael's College

Presenters: Jennifer Leigh, Gettysburg College; Melisande McCrae, Eastern U.

333 ©SPDW: (OB, BPS, HR, OMT, RM) The 14th Annual Craft Of Reviewing Workshop

10:00am - 12:00pm Hyatt Regency Atlanta: Hong Kong

Organizers: Joy Humphries Karriker, East Carolina U.; Ekin K. Pellegrini, U. of Missouri, St. Louis

Presenters: Jason Colquitt, U. of Florida; Shaker A. Zahra, U. of Minnesota; Terri A. Scandura, U. of Miami; Margaret Williams, Virginia Commonwealth U.

334 PSPDW: (OB, HR) Ask the Editors Panel -Organizational Behavior and Human Resources Management Journal

10:00am - 11:30am Hyatt Regency Atlanta: Hanover C

OB(1.5) HR(.5)

Organizers: Daniel Skarlicki, U. of British Columbia; Russell

Cropanzano, U. of Arizona

Presenters: Herman Aguinis, U. of Colorado, Denver; Neal M. Ashkanasy, U. of Queensland; Murray Barrick, U. of lowa; Rodger Griffeth, U. of New Orleans; David A. Harrison, Pennsylvania State U.; Alison Konrad, U. of Western Ontario; Michael Mumford, U. of Oklahoma; Theresa Welbourne, U. of Michigan; Sheldon Zedeck, U. of California, Berkeley

335 SPDW: (OB, OMT, MOC, ODC) Joint Editor's Panel for **Macro Oriented Management Journals**

10:00am - 11:30am Hyatt Regency Atlanta: Hanover G By invitation only.

Organizer: Daniel Skarlicki. U. of British Columbia

Presenters: Linda Argote, Carnegie Mellon University; Joel A.C. Baum, U. of Toronto; Linda Smircich, U. of Massachusetts, Amherst; Russell Cropanzano, U. of Arizona; Paul M Hirsch, Northwestern U.; Donald A Palmer, U. of California, Davis; Mike Wright, Nottingham U.; Edward Zajac, Northwestern U.

336 SPDW: (ODC, MC) "That Was Great!": More High Impact Activities, Exercises And Approaches For **Teaching Or Consulting**

10:00am - 12:00pm Hilton Atlanta: Grand Salon A

Workshop on innovative high impact exercises for teaching issues in organizational change

Presenters: Ian Palmer, U. of Technology, Sydney; Chris Worley, U. of Southern California; Richard Dunford, Macquarie U., Sydney; Philip H Mirvis, Independent Consultant; Gavin M. Schwarz, U. of New South Wales; Anthony F Buono, Bentley College; Kenneth W, Kerber, Kerber & Associates

337 **SPDW**: (OM, RM, TIM, BPS) Working with Configurations

10:00am - 11:30am Atlanta Marriott Marquis: Cluster 1 - Amsterdam Configuration theory, why it matters, difference from independent main effects, how to use it

Organizer: Suzanne de Treville, U. of Lausanne

338 SPDW: (OM, RM, TIM, BPS) Project Management Research Methods

10:00am - 12:00pm Atlanta Marriott Marguis: Cluster 1 - Quebec

Both new and traditional research tools suited to the practical study of projects are described.

Organizer: David L. McLain, SUNY IT Utica

Presenters: Michael J. Zyphur, National U. of Singapore; Sheila

Webber, U. of Massachusetts Lowell

339 SPDW: (OMT, ODC, MOC) Editor's Panel II: OMT/ODC/MOC

10:00am - 12:00pm Atlanta Marriott Marquis: International 9 Open to participants in OMT Jr. Faculty Consortium and OMT/ODC/MOC Doctoral Consortium.

340 © SPDW: (PTC, BPS) Using Practice to Create Knowledge

10:00am - 12:00pm Hilton Atlanta: Carter

Organizer: David Jamieson, Pepperdine U.

341 ⊕→ SPDW: (PTC, OB) Offshoring and the Emerging Global Labor Market: Perspectives from McKinsey & Company

10:00am - 12:00pm Hilton Atlanta: Council Room Featuring speakers from the McKinsey Institute Organizers: David L. Turnipseed, Indiana U./Purdue U.; Paul

Harvey. Florida State U.

342 SPDW: (RM, BPS) Factor Retention Decisions in **Exploratory Factor Analysis**

10:00am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Sydney Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a \$5.00 fee for non members of RM.

Organizer: Jinyan Fan, Hofstra U.

Presenters: Felix J Lopez, Hofstra U.; Jennifer M Nieman-Gonder, Hofstra U.; Robert Litchfield, Washington and Jefferson College

343 SPDW: (RM, NDSC, TIM) Ask the Experts: Quantitative Methods

10:00am - 12:00pm Atlanta Marriott Marquis: Imperial - Salon A

Organizer: Philip L. Roth. Clemson U.

Presenters: Herman Aguinis, U. of Colorado, Denver; Phil Bobko, Gettysburg College; Michael J Burke, Tulane U.; Stephanie L. Castro, Florida Atlantic U.; Gordon W Cheung, The Chinese U. of Hong Kong; Mark Gavin, Oklahoma State U.; Jodi S. Goodman, U. of Connecticut; Mark Griffin, Australian Graduate School of Management; David A Hofmann, U. of North Carolina; Lisa Schurer Lambert, Georgia State U.; Daniel A. Newman, Texas A&M U., College Station: Philip L. Roth, Clemson U.: Fred Switzer, Clemson U.; Larry J. Williams, Virginia Commonwealth U.

344 ■SPDW: (TIM, BPS, OCIS) Open Source Software 2: Bridging Theoretical and Methodological Perspectives

10:00am - 11:30am Atlanta Marriott Marquis: International A

Chairs: Joel West, San Jose State U.; Kevin Crowston, Syracuse U.

Presenters: Siobhan O'Mahony, Harvard U.; Sonali K. Shah, U. of Illinois, Urbana-Champaign; Katherine J. Stewart, U. of Maryland, College Park; Georg von Krogh, ETH Zurich; Richard Thomas Watson, U. of Georgia

Sunday 10:10AM

345 →: (Paper Session) - (OCIS) OCIS International Paper **Development Workshop**

10:10am - 12:00pm Atlanta Marriott Marguis: Champagne

By invitation only. An innovative session in which authors work is critiqued by leading OCIS scholars.

Organizer: Robert M Davison, City U. of Hong Kong

Facilitators: Alberto Espinosa, American U.; George Westerman, Massachusetts Institute of Technology; David Thomas Weir, Ceram Sophia Antipolis; Manju K Ahuja, Indiana University, Bloomington; Maris G. Martinsons, City U. of Hong Kong; Boh Wai Fong, Nanyang Technological U.

- Conceptual Model | Ben L Kedia, U. of Memphis; Somnath Lahiri, U. of Memphis
- Beyond the Firm's Size: Firm Life Cycles and Its Effects on IT Upgrading by Small Businesses | Quey-Jen Yeh, National Cheng Kung U.
- ■The Moderator and Mediator of Organizational Knowledge Creation | Shih-Chieh Fang, National Kaohsiung First U.; Chi-Wei Liu, I-Shou U./ Hung Kuang Technology U.; Pei-Wen Huang, I-Shou U./ Cheng Shiu U.
- Employing Outside Knowledge Resources through Flexible Hirring and Joint R&D | Rong Du, Xidian U.; Shizhong Ai, Xidian U.; Xiujun Cui, Government of Yanta District
- Members; Creativity and Effectiveness | Ching-Wen Wang, National Chung Hsing U.; Minder Chen, George Mason U.; Kai-Tang Fan, National Chung Hsing U.
- Feelings of Ownership: Development of Psychological Ownership Scale in the Context of Technology Use I Sheng-Tsung Hou, National Chengchi U., Taiwan; Yin-Mei Huang, National Chengchi U., Taiwan; Ssu-Chuang Lee, TIM, National Chengchi University; Yu-Ju Lo, TIM, National Chengchi
- → Cultural variations and perceptions of media effectiveness I Karen Moustafa, Indiana - Purdue University, Fort Wayne; James R Van Scotter, Louisiana State U.; Fatma Pakdil, Baskent U.; Nadine Jbeily Chamseddine, University of Memphis; Audra I. Mockaitis, Victoria U. of Wellington; Laura Salciuviene, KTU; Fu-Sheng Tsai, I-Shou U., Taiwan; Ezel Esatoglu, Ankara U., Turkey; Mustafa Koyuncu, Ericyes University Nevsehir; Ling-Ling Wu, National Taiwan University; Kemal Oktem, Hacettepe U.

Sunday 10:15AM

346 : (AAA) Conference Break

10:15am - 10:45pm Hyatt Regency Atlanta: Grand Hall - Break Area Organizer: George T Solomon, George Washington U.

Sunday 10:30AM

347: (AAA) AOM Ethics Committee Meeting

10:30am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La Organizer: Terese M. Loncar, Academy of Management

348: (AAA) 2007 Program Chairs Meeting

10:30am - 12:00pm Atlanta Marriott Marguis: Cluster 5 - South Hampton Organizers: Angelo DeNisi, Tulane U.; Jimmy Le, Academy of Management

349: (AAC) Midwest Academy of Management Officers

10:30am - 12:00pm Hyatt Regency Atlanta: Brussels

Organizers: Jeffrey P Katz, Kansas State U.; Jill R Kickul,

Simmons College

☐ Teaching-oriented | Management Practice-oriented | International-oriented | Theme-oriented | Visual Presentation | Selected for Best Paper Proceedings 199

350: (AAC) Southwest Academy of Management Officers Meeting

10:30am - 12:00pm Hyatt Regency Atlanta: University Organizer: **Gayle Baugh**, U. of West Florida

351 □ ♥: (CMS) Explorations In Action Research: Can AR Be 'Critical'?

10:30am - 12:00pm Hilton Atlanta: Club Room

Coordinator: Gordon E Dehler, College of Charleston

Presenters: Gordon E Dehler, College of Charleston; Joseph A

Raelin, Northeastern U.; Russ Vince, U. of Hull

352 ☐→ SPDW: (CMS, IM) Teaching Through Images Of The Multinational Firm:

10:30am - 12:00pm Hilton Atlanta: Directors Room *Coordinator:* **Diana Sharpe**, Monmouth U.

Presenters: Diana Sharpe, Monmouth U.; Glenn Morgan, U. of Warwick; Simon Collinson, Warwick U.; D Eleanor Westney, Massachusetts Institute of Technology; Jacques Belanger, U.

Lava

353 : (HCM) Publishing in Health Care Management Journals: Perspective from the Authors

10:30am - 12:00pm Hilton Atlanta: Jackson Organizer: **Trish Reay**, U. of Alberta

Presenters: Keith G Provan, U. of Arizona; Kathryn H Dansky, Pennsylvania State U.; Eric S Williams, U. of Alabama; Shoou-Yih Daniel Lee, U. of North Carolina, Chapel Hill; Trish Reay, U. of Alberta

Alberta

354 № **(**HCM) Integrating Research And Practice: Developing Collaborative Relationships in The Healthcare Industry

10:30am - 12:00pm Hilton Atlanta: Madison

Organizer: Nancy Borkowski, St. Thomas U.

Presenters: Stephen James O'Connor, U. of Alabama, Birmingham; Peter A Weil, American College of Healthcare Executives; Joe Abel, HFMA; Myron D Fottler, U. of Central

Florida

355 ☐ ♥→ SPDW: (MC, PTC) Management Consulting Communities of Practice

10:30am - 11:45am Hyatt Regency Atlanta: Hanover F

Keywords: Communities of Practice, Consulting Research

Organizers: Rickie Moore, EM LYON; David J. Blanton, University

of Phoenix

356: (MH) Becoming Involved in Professional Development

10:30am - 12:00pm Hilton Atlanta: State Room

Chair: Mary Edie Mobley, Louisiana State U.

Presenters: Leslie Tworoger, Nova Southeastern U.; Alfred A. Bolton, Averett U.; Jonathon R. Halbesleben, U. of Missouri;

Shawn M. Carraher, Cameron U

357 → ■SPDW: (OMT, BPS, IM) Hollywood and Beyond – Organization, Institutions and Strategies in the Globalizing Film Industry

10:30am - 12:00pm Atlanta Marriott Marquis: Chablis & Picard

Organizer: Mark Lorenzen, Copenhagen Business School

Presenters: Helena Barnard, Rutgers Business School--Newark

and New Brunswick; Giuseppe Delmestri, Bergamo U.; Stephen

Mezias, New York U.; Giuseppe Soda, SDA Bocconi U.; Olav Sorenson, London Business School; Florian A. Taeube, U. of Frankfurt

358 **②**: (ONE) Past, Present, And Future Of The ONE Group

10:30am - 12:00pm Hilton Atlanta: Cabinet Room Organizer: Mark Cordano, Ithaca College

Presenters: Alfred Allen Marcus, U. of Minnesota; Kate Kearins, Auckland U. of Technology; W Edward Stead, East Tennessee State U.; Irene Henriques, York U.; Mark Cordano, Ithaca College

Sunday 11:00AM

359: (AAA) Academy of Management Learning and Education Editorial Board Meeting

11:30am - 1:00pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo *Organizer:* **James R Bailey**, George Washington U.

360 ©SPDW: *(CM, MED)* How to Do Negotiation Training in Companies

11:00am - 12:00pm Hyatt Regency Atlanta: Spring

Presenter: Holly Schroth, U. of California, Berkeley

361 **<=**: (SIM) SIM Research Roundtables

11:00am - 1:00pm Hilton Atlanta: Douglas

Organizer: Jeffrey S Frooman, U. of New Brunswick, Saint John Facilitators: Thomas M. Jones, U. of Washington; Joshua D Margolis, Harvard U.; Andrew C Wicks, U. of Virginia; Robert A. Phillips, U. of Richmond; Michael E Johnson-Cramer, Bucknell U.

Sunday 11:30AM

362 : (ICW) Journal of Management Inquiry Editorial Board Meeting

11:30am - 1:30pm Atlanta Marriott Marquis: Cluster 4 - Yukon *Organizer:* **Paul M Hirsch**, Northwestern U.

Sunday 12:00PM

363: (AAA) AOM Fellows Group Committee on Membership Meeting

12:00pm - 1:00pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam Organizer: **Kathryn M. Bartol**, U. of Maryland

364: (AAA) Division Treasurers' Meeting

12:00pm - 1:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La Organizer: **Heather Crowe**, Academy of Management Program Chair: **Thomas W. Lee**, U. of Washington

365: (AAA) 2007 Professional Development Workshop Chairs Meeting

12:00pm - 1:30pm Atlanta Marriott Marquis: Cluster 5 - South Hampton Organizer: **Jimmy Le**, Academy of Management *Professional Development Workshop Chair:* **James P Walsh**, U. of Michigan, Ann Arbor

366: (AAC) International Theme Committee Meeting

12:00pm - 2:00pm Hilton Atlanta: Crystal Ballroom B & E Organizer: Claire A. Simmers, St. Joseph's U.

Sunday 12:30PM

367: (AAC) Western Academy of Management Officers Meeting

12:30pm - 2:00pm Hyatt Regency Atlanta: Brussels Organizer: James C Spee, U. of Redlands

368: (ICW) Journal of Applied Management and Entrepreneurship Editorial Board Meeting

12:30pm - 2:30pm Hilton Atlanta: Club Room

Organizer: Jane Whitney Gibson. Nova Southeastern U.

Sunday 1:00PM

369: (AAA) Meet the Academy of Management Perspectives Editor

1:00pm - 3:00pm Atlanta Marriott Marquis: Cluster 5 - Riviera Organizer: Peter Cappelli, U. of Pennsylvania

370: (AAA) Academy Leadership Forum

1:00pm - 3:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La

Organizers: Thomas G. Cummings. U. of Southern California: Ken G. Smith, U. of Maryland; Dean Tjosvold, Lingnan U.; Thomas W. Lee, U. of Washington; Angelo DeNisi, Tulane U.; Karen Golden-Biddle, U. of Alberta

371: (AAC) Mentoring Committee Meeting

1:00pm - 2:30pm Hilton Atlanta: Directors Room

Organizers: Kenneth R. Gray, Florida A&M U.; Liz Borredon, **EDHEC Business School**

372: (ICW) Management Faculty of Color Association **Business Meeting**

1:00pm - 2:30pm Atlanta Marriott Marquis: Trinidad & Madrid

Organizer: Olenda E Johnson, North Carolina A&T State U.

373: (ICW) Organization Science Editorial Meeting

1:00pm - 2:30pm Hilton Atlanta: Board Room

Organizer: Jennifer Kukawa, Carnegie Mellon University

Sunday 1:30PM

374: (AAA) Program Developer Training Session for PDW Chairs

1:30pm - 2:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia Organizers: Matthew Suppa, Academy of Management; Bret Hilton, Academy of Management; Jimmy Le, Academy of Management

375 : (AAA) Academy of Management Review Editorial **Board Meeting**

1:30pm - 3:00pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo Organizer: Martin J Kilduff, Pennsylvania State U.

376: (AAC) Practice Theme Committee Meeting

1:30pm - 3:00pm Hilton Atlanta: Crystal Ballroom C & D

Organizer: David L. Turnipseed. Indiana U./Purdue U.

377: (ICW) Management Learning Editorial Board Meeting

1:30pm - 3:30pm Atlanta Marriott Marquis: Champagne Organizer: Bente Elkjaer, Danish U. of Education

Sunday 2:00PM

378: (AAA) Program Developer Training Session for **Program Chairs**

2:00pm - 3:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia

Organizers: Matthew Suppa, Academy of Management; Bret Hilton, Academy of Management; Jimmy Le, Academy of Management

379: (AAA) MC Executive Committee Meeting

2:00pm - 6:00pm Hyatt Regency Atlanta: Hanover F

Organizer: Andreas Werr, Stockholm School of Economics

380: (AAA) New Member Orientation

2:00pm - 3:30pm Hyatt Regency Atlanta: Int'l Ballroom South Organizer: Regina Greenwood, Kettering U.

381: (ICW) Gathering of Positive Organizational Scholarship (POS)

2:00pm - 3:30pm Atlanta Marriott Marguis: International 4

This mtg of scholars is open to ALL who work in this area or are interested in learning more about POS.

Organizer: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

382: (ICW) Organization Journal Editorial Board meeting

2:00pm - 3:30pm Hilton Atlanta: Cabinet Room

Organizer: Anne Summers. Sage Publications

383: (ICW) Administrative Science Quarterly Editorial Board Meeting

2:00pm - 3:00pm Hilton Atlanta: Grand Ballroom B

Organizers: Sally A. lacovelli, Administrative Science Quarterly:

Linda M Johanson, Cornell U.

Sunday 2:30PM

384: (ICW) Journal of Management Editorial Board Meetina

2:30pm - 3:30pm Hilton Atlanta: Grand Salon A

Organizer: Russell Cropanzano, U. of Arizona

Sunday 2:45PM

385: (AAA) Conference Break

2:45pm - 3:15pm Hyatt Regency Atlanta: Grand Hall - Break Area Organizer: George T Solomon, George Washington U.

Sunday 3:00PM

386: (AAA) Centralized Review System Training Session

3:00pm - 3:30pm Atlanta Marriott Marquis: Cluster 2 - Magnolia Organizers: Matthew Suppa, Academy of Management; Bret

Hilton, Academy of Management; Jimmy Le, Academy of Management

387: (AAA) Academy of Management Journal Editorial Board Meeting

3:00pm - 4:30pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo

Organizer: Sara L Rynes, U. of Iowa

388: (ICW) Administrative Science Quarterly Reception

3:00pm - 5:00pm Hilton Atlanta: Grand Ballroom B

Organizers: Linda M Johanson, Cornell U.; Sally A. lacovelli,

Administrative Science Quarterly

389: (ICW) Organization Science Reception

3:00pm - 5:30pm Hilton Atlanta: Grand Ballroom C

Organizer: Jennifer Kukawa, Carnegie Mellon University

390: (ITC) ITC - Carolyn Dexter Award Reception

3:00pm - 4:00pm Hilton Atlanta: Crystal Ballroom B & E

Carolyn Dexter Award Reviewers, Nominees, and Past Winners

Sunday 3:30PM

391: (AAA) OM Executive Committee Meeting

3:30pm - 5:00pm Atlanta Marriott Marquis: Cluster 1 - Stockholm

Organizer: Rebecca Duray, U. of Colorado at Colorado Springs

392: (AAA) RM Executive Committee Meeting

3:30pm - 5:00pm Atlanta Marriott Marguis: International 2 Organizer: Kwok Leung, City U. of Hong Kong

393: (AAA) BPS Executive Committee Meeting

3:30pm - 5:00pm Atlanta Marriott Marquis: International 3 Organizer: James Westphal, U. of Texas, Austin Division Chair-Elect.: Anita McGahan, Boston U.

Program Chair: Russell Coff, Emory U.

Professional Development Workshop Chair: Joseph Mahoney, U.

of Illinois, Urbana-Champaign

Participants: Bernadette Carson, George Washington U.; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Marvin B Lieberman, U. of California, Los Angeles; Joanne Elizabeth Oxley, U. of Toronto; Jan W. Rivkin, Harvard U.; Brian S. Silverman, U. of Toronto; Ron Adner, INSEAD; Peggy M. Lee, Arizona State U.; Michael J Leiblein, Ohio State U.; Catherine A Maritan, Syracuse U.; Xavier Martin, Tilburg U.; Olav Sorenson, London Business School

Past Chair: Margaret Peteraf, Dartmouth College Webmaster: Robert R Wiggins, U. of Memphis Newsletter Editor: Jim Combs, Florida State U. Treasurer: William Bogner, Georgia State U.

394: (AAA) OMT Executive Committee Meeting

3:30pm - 5:00pm Atlanta Marriott Marquis: International 7 Organizer: Pamela R Haunschild, U. of Texas, Austin

395: (AAA) IM Executive Committee Meeting

3:30pm - 5:00pm Atlanta Marriott Marquis: International 8

Organizer: D Eleanor Westney, Massachusetts Institute of Technology

396: (AAA) TIM Executive Committee Meeting

3:30pm - 5:00pm Atlanta Marriott Marquis: International A Organizer: Gautam Ahuja, U. of Michigan

397: (AAA) MOC Executive Committee Meeting

3:30pm - 5:00pm Atlanta Marriott Marquis: International C Organizer: Mary J Waller, U. of Maastricht

398: (AAA) HR Executive Committee Meeting

3:30pm - 5:00pm Hyatt Regency Atlanta: Hanover B Organizer: K. Michele Kacmar, U. of Alabama

399: (AAA) CAR Executive Committee Meeting

3:30pm - 5:00pm Hyatt Regency Atlanta: Hanover D Organizer: Kerr Inkson, University of Otago

400 : (AAA) OB Executive Committee Meeting

3:30pm - 5:00pm Hyatt Regency Atlanta: Hanover G

Organizer: Anne O'Leary-Kelly, U. of Arkansas

401: (AAA) GDO Executive Committee Meeting

3:30pm - 5:00pm Hyatt Regency Atlanta: Lenox Organizer: Martin N. Davidson, U. of Virginia

402: (AAA) CM Executive Committee Meeting

3:30pm - 5:00pm Hyatt Regency Atlanta: Singapore Organizer: Catherine Tinsley, Georgetown U.

403: (AAA) MED Executive Committee Meeting

3:30pm - 5:00pm Hyatt Regency Atlanta: Techwood Organizer: Steven Armstrong, U. of Hull

404: (AAA) CMS Executive Committee Meeting

3:30pm - 5:00pm Hilton Atlanta: Club Room Organizer: Stephen J Jaros. Southern U.

405: (AAA) MSR Executive Committee Meeting

3:30pm - 5:00pm Hilton Atlanta: DeKalb Organizer: David Trott, St. Edwards U.

406: (AAA) SIM Executive Committee Meeting

3:30pm - 5:00pm Hilton Atlanta: Directors Room Organizer: Kathleen Rehbein, Marquette U.

407: (AAA) ONE Executive Committee Meeting

3:30pm - 5:00pm Hilton Atlanta: Douglas Organizer: Mark Cordano, Ithaca College

408: (AAA) PNP Executive Committee Meeting

3:30pm - 5:00pm Hilton Atlanta: Embassy Room

Organizer: Matthew Liao-Troth, Western Washington U.

409: (AAA) MH Executive Committee Meeting

3:30pm - 5:00pm Hilton Atlanta: Jefferson

Organizer: Franz T Lohrke, U. of Alabama

410: (AAA) HCM Executive Committee Meeting

3:30pm - 5:00pm Hilton Atlanta: Roosevelt Organizer: Ruth A Anderson, Duke U.

411: (AAA) ODC Executive Committee Meeting

3:30pm - 5:00pm Hilton Atlanta: Washington

Organizer: George Roth, Massachusetts Institute of Technology

412 : (AAC) Southern Management Association Executive **Board Meeting**

3:30pm - 5:00pm Hyatt Regency Atlanta: Roswell

Organizer: Anson Seers, Virginia Commonwealth U.

413: (AAC) Practice Theme Committee Welcoming Reception

3:30pm - 4:30pm Hilton Atlanta: Crystal Ballroom C & D

Sponsored by McKinsey & Co.

Organizer: David L. Turnipseed, Indiana U./Purdue U.

414: (ICW) Leadership Quarterly Editorial Board Meeting

3:30pm - 5:00pm Atlanta Marriott Marquis: International 10 Organizer: Vicki Wetherell, Elsevier Ltd. Chair: Michael Mumford, U. of Oklahoma

Sunday 4:00PM

415: (ICW) The General Meeting of the Association of Korean Management Scholars (AKMS)

☐ Teaching-oriented | ©Management Practice-oriented | →International-oriented | ●Theme-oriented | ● Visual Presentation | Description | Description |

4:00pm - 8:00pm Hilton Atlanta: Jackson

Organizers: Jisung Kim, Fordham U.; Dong-il Jung, San Diego

State University

Sunday 5:00PM

416: (AAA) ENT Executive Committee Meeting

5:00pm - 6:30pm Atlanta Marriott Marquis: International 1

Organizer: Timothy M Stearns, California State U., Fresno

417 : (AAA) Academy of Management Convocation and Distinguished Executive Speaker

5:00pm - 7:00pm Atlanta Marriott Marguis: Marguis Ballroom I-II

Presiding: Thomas G. Cummings, U. of Southern California

Welcome: Thomas W. Lee, U. of Washington

Distinguished Speaker: Joel Klein, New York City Schools

The State of the Academy of Management | Thomas G.

Cummings, U. of Southern California

All Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | Stephen P Borgatti, Boston College; Jacob Eisenberg, U. College Dublin

Coming to Grips with Monopolies -- Corporate and Public I Joel Klein. New York City Schools

418: (AAC) Asia Academy of Management Committee Meeting

5:00pm - 6:00pm Hilton Atlanta: Crystal Ballroom A & F

Organizer: Chung-Ming Lau, Chinese University of Hong Kong

419: (ICW) Network Leadership Business Meeting

5:00pm - 6:00pm Atlanta Marriott Marquis: International 10 Organizer: Mary Uhl-Bien, U. of Central Florida

420 : (ICW) Warwick Business School Cocktail Party

5:00pm - 7:30pm Hilton Atlanta: Grand Salon E Organizer: Ann Jackson, U. of Warwick

421: (MOC) MOC International Members Reception

5:00pm - 6:15pm Atlanta Marriott Marquis: International B

Organizer: Elizabeth George, Australian Graduate School of

Management

422 : (OC/S) OCIS Executive Meeting

5:00pm - 7:00pm Atlanta Marriott Marguis: International 5

Sunday 6:00PM

423 : (AAC) Asia Academy of Management Reception

6:00pm - 8:00pm Hilton Atlanta: Crystal Ballroom A & F

Organizer: Chung-Ming Lau, Chinese University of Hong Kong

424 : (CMS) CMS Social Event

6:00pm - 8:00pm Hilton Atlanta: Crystal Ballroom B & E

Meet up with CMS friends old and new: doctoral students, please do come along.

425 : (ICW) Advanced Institute of Management Research Reception (AIM)

6:00pm - 9:00pm Hilton Atlanta: Crystal Ballroom C & D Organizer: Andrew Neely, Cranfield U.

426 ■: (OB) State of Knowledge in Leadership:

Reception

6:00pm - 7:30pm Atlanta Marriott Marguis: Copenhagen & Stockholm

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

Sunday 6:30PM

427 : (ICW) Human Relations Reception

6:30pm - 8:30pm Hilton Atlanta: Grand Salon C

Organizer: Alice Gilbertson, Tavistock Institute

Sunday 7:00PM

428 : (AAA) All Academy Reception

7:00pm - 9:00pm Atlanta Marriott Marquis: Imperial Ballroom

Sponsored by: University of Georgia, Terry College of Business and University of St Andrews

Hosts: Thomas W. Lee, U. of Washington; Janet A. Thompson, U. of Washington; Angelo DeNisi, Tulane U.

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

429: (ICW) Journal of Management Education and Organizational Behavior Teaching Society Reception

7:00pm - 9:00pm Hilton Atlanta: Grand Salon A

Organizers: Susan Herman, U. of Alaska, Fairbanks; Jane Schmidt-Wilk. Maharishi U.

430 : (ICW) London Business School Reception

7:00pm - 9:00pm Hilton Atlanta: Monroe

Organizer: Judith O'Connor, London Business School

Sunday 7:30PM

431 : (ICW) Hong Kong University of Science and **Technology Reception**

7:30pm - 10:00pm Atlanta Marriott Marguis: International 10 Reception to be held by The Department of Management & Organizations, The Hong Kong University of Science and Technology

Organizer: Jiatao Li, Hong Kong U. of Science and Technology

Sunday 8:00PM

432 : (GDO) All in the Family: 5th Annual Reception for LGBT Persons and Friends at the Academy

8:00pm - 10:00pm Hyatt Regency Atlanta: Hanover C

Hosts: Gerardo Okhuysen, U. of Utah; Ron Ophir, York U.

433 : (ICW) National University of Singapore Reception

8:00pm - 10:00pm Atlanta Marriott Marquis: Skyline Terrace - N orth

Organizers: Elizabeth Boyle, National U. of Singapore; Daniel J.

McAllister, National U. of Singapore

Monday 7:15AM

434: (ICW) Journal of Applied Behavioral Science Editorial Board Meeting

7:15am - 8:15am Atlanta Marriott Marquis: Champagne Organizer: **Mark Kurtz**, Sage Publications

Monday 7:30AM

435 : (IM) International Management Division Welcome

7:30am - 8:20am Atlanta Marriott Marquis: Cluster 1 - Madrid

Come and get an overview of the program and meet with the IMD Executive

Division Chair: **D Eleanor Westney**, Massachusetts Institute of Technology

Division Chair-Elect.: Ravi Ramamurti, Northeastern U.

Program Chair: **Timothy Michael Devinney**, Australian Graduate School of Management

Professional Development Workshop Chair: **Tatiana Kostova**, U. of South Carolina

436 : (TIM) TIM Welcome Breakfast

7:30am - 8:30am Atlanta Marriott Marquis: Cluster 5 - Monte Carlo Meet the officers and members of the TIM Division.

Monday 8:00AM

437 : (AAA) Atlanta 2006. LAC

8:00am - 11:00pm Hyatt Regency Atlanta: Chicago C

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

438 : (AAA) Placement Services

9:00am - 4:00pm Hyatt Regency Atlanta: Harris

Placement Services - Registration and Information Organizer: Scott C. Douglas, U. of Montana

439: (OC/S) OCIS Welcome

8:00am - 8:30am Atlanta Marriott Marquis: International 5

440 : (ODC) ODC Welcome and Breakfast

8:00am - 8:30am Hilton Atlanta: Jackson

Join us for breakfast and a review of the upcoming ODC program.

Division Chair: George Roth, Massachusetts Institute of Technology

Division Chair-Elect.: Ram Tenkasi, Benedictine U.

Program Chair: Michael R Manning. New Mexico State U.

Professional Development Workshop Chair: Frank J Barrett, Naval Postgraduate School

Monday 8:20AM

441 JS: (GDO, HR, OB) A Decision-Making Perspective on the Work-Family Interface

8:20am - 10:20am Hyatt Regency Atlanta: Inman

Discussant: Steven A.Y. Poelmans, IESE, U. of Navarra

Decision-Making at the Work-Family Interface: Toward a Classification of Work-Family Decisions | **Jeffrey H.**

Greenhaus, Drexel U.; Gary N. Powell, U. of Connecticut, Storrs

A Conceptual Model of Antecedents and Consequences of Managerial Work/Life Policy Allowance Decision | **Steven**

A.Y. Poelmans, IESE, U. of Navarra; **Barbara Beham**, U. of Hamburg

Requests for Telecommuting: Exploring Managerial Decision-Making | Pascale Peters, Radboud U. Nijmegen; Laura den Dulk, Utrecht U.; Judith de Ruijter, Utrecht U.

Why Not Try it This Way? Overcoming Inhibition and Choosing to Lead in All Domains of Life | **Stewart D. Friedman**, U. of Pennsylvania

Monday 8:30AM

442 <: (AAS) Organizational and Managerial Wisdom

8:30am - 10:20am Átlanta Marriott Marquis: International 6

Our symposium will consider several key org. topics by structuring a conversation around the five schools of philosophy at various levels of analysis.

Facilitators: Eric H Kessler, Pace U.; James R Bailey, George Washington U.

Wisdom & Judgment | Jennifer Jordan, Dartmouth College Wisdom & Teams | Tjai M. Nielsen, George Washington U.; Amy C. Edmondson, Harvard U.

Wisdom & Systems | Paul R Lawrence, Harvard U.

Wisdom & Virtue | Jean M. Bartunek, Boston College; Jordi

Trullen, Boston College

Wisdom & Negotiation | Roy J. Lewicki, Ohio State U.

Wisdom & Leadership | Robert Hooijberg, IMD; Jay Alden

Conger, Claremont McKenna College

Wisdom & Values | Edwin A Locke, U. of Maryland, College Park

Wisdom & Emotion | Richard E. Boyatzis, Case Western Reserve U.

Wisdom & Sensemaking | **Dennis A Gioia**, Pennsylvania State U.

Wisdom & Culture | Christopher Earley, National U. of Singapore

Wisdom & Influence | Tyrone S. Pitsis, U. of Technology,

Sydney; Stewart Clegg, U. of Technology, Sydney

Wisdom & Education | Cynthia Fukami, U. of Denver

Wisdom & International Management | Nancy J Adler, McGill U.

443 ■: (AAS) Developing Responsible Leadership & Action for the Knowledge Economy and the Rest of the World

8:30am - 10:20am Atlanta Marriott Marquis: International 7

Organizers: Sandra Waddock, Boston College; Joseph W Weiss, Bentley College

Facing the Broad Challenges: Global Governance,

Transformation, and Informed Individuals | James E Post, Boston U.

Individual Leadership Needs and Challenges: Holistic

Thinking and Integrity | Sandra Waddock, Boston College

Business Leadership Needs/Challenges: Bottom-of-the Pyramid and Private Sector Development Programs | **David**

Wheeler, Dalhousie U.
The Vilification of Those Who Care | Robert A Giacalone,
Temple U.

Positive-sum and Zero-sum Solutions: Coping with Xenophobia, Job Loss, and Worse | James P Walsh, U. of Michigan, Ann Arbor

444 : (AAS) Serving the Public Concern Through Virtuous Management in Crises, "Ordinary," & Exemplary

8:30am - 10:20am Hilton Atlanta: Grand Ballroom C

Chairs: Charles C Manz. U. of Massachusetts. Amherst: Kim Cameron, U. of Michigan; Karen Manz, Hartford Seminary Compassion, 9/11 and Reuters | Jane E Dutton, U. of Michigan,

Ann Arbor

Spectacular performance - The Rocky Flats Case. | Kim Cameron, U. of Michigan

Cases involving Executive Hubris and Scandals such as Enron ... | Andre L Delbecq, Santa Clara U.

The Social Sector | Joseph Maciariello, Claremont International Considerations | Geert Hofstede, Tilburg U. Management Education | Robert Marx, U. of Massachusetts, Amherst

Tempered Radicals | Debra Meyerson, Stanford U. Appreciative Inquiry | David L Cooperrider, Case Western Reserve U.

Virtuous Shared Leadership | Craig L Pearce, Claremont Graduate U.

Mr. (Fred) Rogers and Mentoring | Ian Mitroff, U. of Southern California

445 € €: (AAS) Enacting the News: Real-Time Learning and Organizing in Newsrooms

8:30am - 10:20am Hilton Atlanta: Grand Ballroom D

News orgs. shape org. & public life. Key elements of organizational theory will be linked with organizational practice in news organizations.

Chairs: Daniel A. Gruber, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

Discussant: Karl E Weick, U. of Michigan, Ann Arbor

Newsbreaking and sensemaking: an orienting analysis of theory and practice in newsrooms | Daniel A. Gruber, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

Organizing and Reporting the News at CNN | Nancy Lane, CNN

Organizing and Reporting the News at the Atlanta Journal Constitution | Bert Roughton Jr., Atlanta Journal Constitution

Learning and Tension in the "White Space" of Organizations: Reporting the Public Concern | J Stuart Bunderson, Washington U.; Ryan Quinn, U. of Virginia

News at Work: Divergent Logics of Organizing in the Production of Hard and Soft Online News | Pablo J. Boczkowski, Northwestern U.

Presenters: J Stuart Bunderson, Washington U.; Ryan Quinn, U. of Virginia; Pablo J. Boczkowski, Northwestern U.; Nancy Lane, CNN; Bert Roughton Jr., Atlanta Journal Constitution

446 ■: (AAS) In Search of Mediocrity: Contrarian Perspectives on Competence and Incompetence

8:30am - 10:20am Hilton Atlanta: Grand Salon B

Organizer: Erwin Danneels, Worcester Polytechnic Institute Presenters: Joyce Ehrlinger, Florida State U.; Sydney Finkelstein, Dartmouth College: Deborah J Dougherty, Rutgers U.: Jerker C. Denrell, Stanford U; Erwin Danneels, Worcester Polytechnic Institute

447 : (Paper Session) - (BPS) Networks: Dotting the "i" in Alliances (Alliance Capabilities)

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Cabinet

Chair: Shelly McCallum, St. Ambrose U.

Facilitator: Brian S. Silverman, U. of Toronto

Contract Design as a Firm Capability: An Integration of Learning and Transaction Cost Perspectives | Nicholas Argyres, Boston U.; Kyle J Mayer, U. of Southern California Building Contracting Capabilities: Party Selection for Template Design and Contract Negotiation | Libby Weber, U. of Southern California

- ■Drivers of Organizational Modularity a Cross Sectional Study of U.S. Manufacturing Industries | Liang-Chieh Cheng, University of Maryland, College Park; Curt Grimm, U. of Maryland; Martin Dresner, University of Maryland, College Park
- ■Technological Knowledge Base, R&D Organization Structure and Alliance Formation | Jing Zhang, Lancaster U.; Charles Baden-Fuller, City U.; Vincent Mangematin, INRA/UPMF

448 : (Paper Session) - (BPS) Competitive Advantage: Performance Anxiety (What is Performance Anyway?)

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - State Chair: Robert J Griffith, U. of Texas, San Antonio Facilitator: Steven Postrel, Southern Methodist U.

Patterns of Sustained Performance: Using Market-based Measures to Assess Competitive (Dis)Advantage | Richard J Arend, U. of Nevada, Las Vegas

Internal Performance Evaluation: the Case of Bank Branches | Pilar Marques-Gou, Universitat de Girona; Emili Grifell-Tatje, U. Autonoma of Barcelona

Hoping for A to Z: Complex Organizations and Multiple Performance Goals | Sendil Ethirai, U. of Michigan, Ann Arbor; Daniel Levinthal, U. of Pennsylvania

A Proposed Structure for Comparing Definitions of Long Run Performance across Research Studies | David Souder, U. of

449: (Paper Session) - (BPS) Strategy Process: Top Management Teams With Personality

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Christine H Mooney, Indiana U.

Discussant: Joseph Porac, New York University

Top Managers' Dispositional Optimism and Firm Search | Chris Papenhausen, U. of Massachusetts, Dartmouth

The Influence of CEO Personality and Tenure on Organizational-level Approach to Innovation I Martina Musteen, San Diego State U.; Vincent L Barker, U. of Kansas; Virginia L. Baeten, Brown County Association for Retarded Citizens

The Narcissistic CEO: An Exploratory Study of Indicators and Strategic Consequences | Arijit Chatterjee, Pennsylvania State U.; Donald C. Hambrick, Pennsylvania State U.

| Quy Nguyen Huy, INSEAD

450 →: (Paper Session) - (BPS) Industry Dynamics: **Geographically Desirable (Clusters)**

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Zurich

☐ Teaching-oriented | Management Practice-oriented | International-oriented | Theme-oriented | Visual Presentation | Selected for Best Paper Proceedings 205

Chair: Candace Ybarra, Chapman University

Facilitator: Varghese P. George, U. of Massachusetts, Boston

- The Survival Value of Clusters for De Novo Entrants |

 Aviad Pe'er, Dartmouth College; Ilan Vertinsky, UBC
- ■Managing Distance: Capturing the Value of Localized Knowledge | Neil Jones, Singapore Management U.; Sarah Mavrinac, INSEAD

Agglomeration Research at a Crossroad: From "Clusters" to "Geography" | Lawrence A. Plummer, U. of Colorado, Boulder

Purical and Horizontal Relationships in Clusters:
Implications for SMEs' Access to Global Markets | Luiz F.
Mesquita, Arizona State U.; Sergio Giovanetti Lazzarini, Ibmec
São Paulo

451 ■: (Paper Session) - (BPS) Networks: Good Friend/Bad Friend (Determinants of Alliance Success)

8:30am - 10:20am Atlanta Marriott Marquis: International 8

Chair: Remzi Gozubuyuk, U. of Minnesota

Facilitator: Phanish Puranam, London Business School

- → Team and Alliance Network Diversity: Effects on Learning Outcomes | Shaohua Mu, Baylor U.; Patricia M Norman, Baylor U.; Kendall Artz, Baylor U.
- The Costs and Benefits of Intra-firm Networks: An Embeddedness Perspective | Karolin Marx, U. of St. Gallen; Christoph F. Lechner, U. of St. Gallen; Steven W Floyd, U. of St. Gallen
- Relational Orientation and Knowledge Management in Strategic Alliances: A Contingency View | Vishal K. Gupta, U. of Missouri, Columbia; Yanfeng Zheng, U. of Wisconsin, Madison
- The Relationship between Controls and Partner Learning in German Telecommunications Alliances | Mona V Makhija, Ohio State U.; Thomas Mellewigt, U. of Paderborn; Glenn Hoetker, U. of Illinois, Urbana-Champaign

452 ●③: (Paper Session) - (BPS) **Strategy Process**: **Visualizing Planning**

8:30am - 10:20am Atlanta Marriott Marquis: Marquis Salon IV - BPS 1
Presented on Panels 20-30

- Middle Managers and Strategic Change Implementation: Entrepreneurship vs Opportunism | Katsuhiko Shimizu, U. of Texas, San Antonio
- Academic Gobbledygook & Executive Practice: An Examination Of Scholar–Practitioner Alignment | James H Davis, Notre Dame: John G Keane, U, of Notre Dame
- © Oxygen Corp.'s Response to the Internet: An Analytical Narrative to introduce Micro-changes. | **Jyoti Bachani**, University of Redlands
- The Patterns in Firms' Resource Investment Strategies: Do Managers and Past Performance Shape them? | Angelina Zubac, U. of Adelaide; Graham Hubbard, U. of Adelaide; Lester Johnson, U. of Melbourne
- The Value of Group Affiliation Revisited: A Focus on Organizational Trait and Institutional Context | Xufei Ma, National U. of Singapore; Jane Lu, Singapore Management U.
- Autonomous Strategic Activity: Opening the Black Box of Emergent Strategy | Laurent Mirabeau, McGill U.

- Strategic Planning and Organizational Performance: An Updated Review | Ofer Meilich, California State U., San Marcos: Alfred Allen Marcus. U. of Minnesota
- Moshin Kanri & Balanced Scorecard: A Dynamic Capability for Strategy & Operational Effectiveness | Vinh Sum Chau, U East Anglia; Barry J Witcher, U East Anglia
- Transient and Permanent Changes in Environmental Uncertainty | Sai Prakash R, Indian Institute of Management, Bangalore
- A Synthesized Conception of Strategy Implementation | Gary A Bojes, George Washington University
- The Constituency Orientation of Strategic Management Scholars: A Survey-based Exploration | John G Michel, Univ. of North Carolina at Charlotte; Ming-Jer Chen, U. of Virginia

453 ■SHCS: (BPS, OMT) Capital Market Effects on Product Market Strategies

8:30am - 10:20am Atlanta Marriott Marquis: Marquis - Salon I Chairs: Javier Gimeno, INSEAD; Yu Zhang, INSEAD

Discussants: Marvin B Lieberman, U. of California, Los Angeles;

Mark S Mizruchi, University of Michigan

Strategy and Corporate Finance: Can the Interface Lead to New Insights? | Raphael H Amit, U. of Pennsylvania; Belen Villalonga, Harvard Business School

- Strategy Choice, Capital Markets, and the Lemons Problem in Markets for Strategy | **Todd Zenger**, Washington U.
- Sense-Giving as Corporate Strategy: Antecedents and Consequences of the Use of Symbolic Language in Corporate Quarterly Earnings Announcements | **Jo-Ellen Pozner**, Northwestern U.; **Edward Zajac**, Northwestern U.
- Strategic Behavior under Capital Market Pressure: Evidence from the U.S. Airline Industry | Yu Zhang, INSEAD; Javier Gimeno, INSEAD

Winner of OMT Division Best Symposium Proposal Award

454 → ■JS: (BPS, SIM) Knowledge, Action and Public Concern: Strategy Theory and Corporate Responsibility

8:30am - 10:20am Atlanta Marriott Marquis: International 9

Discussant: Jay B Barney, Ohio State U.

Participants: Maurizio Zollo, INSEAD; Steven White, INSEAD; Antonio Tencati, Bocconi U.; Kai N. Hockerts, Copenhagen Business School

455 ■JS: (BPS, TIM, OMT) Technology and Firm Boundaries: Unravelling Contingencies through a Pluralistic Perspective

8:30am - 10:20am Atlanta Marriott Marquis: International 10

Chair: Gianmario Verona, Bocconi U.

Discussant: Paul Laurence Robertson, The Brisbane Institute Presenters: Allan N Afuah, U. of Michigan; Alfonso Gambardella, Bocconi U.; Raghu Garud, Penn State University; Richard N. Langlois, U. of Connecticut; Desiree Monty, LRHA

456: (Paper Session) - (CAR) The Ins and Outs of Women's Careers: Transitions, Leadership Roles and Spousal Support

8:30am - 10:20am Hyatt Regency Atlanta: Cairo *Chair:* **Lorraine Dyke**, Carleton U.

Discussants: Elizabeth B. Mahler, George Washington U.; Gayle Baugh, U. of West Florida

Exploring Business Women's Career Transitions in and out of the Workforce | Elizabeth F. Cabrera, ASU West

Identity Altering Role Transitions: Career Women's Transition Into Motherhood and Back To Work | Jamie J. Ladge. Boston College

Nominee for The Arnon Reichers Best Student Paper Award

The Man behind the Woman: Which Spousal Support Behaviors do Women Executives Value Most? | Kristen Grossnickle, Pennsylvania State U., Harrisburg; Souha R. **Ezzedeen**, Pennsylvania State U., Harrisburg

PuLeadership Subtype Activation: Favorable Evaluations of Women Leaders in Chief Positions | Ashleigh Shelby Rosette, Duke U.; Geoffrey Leonardelli, U. of Toronto; Leigh Plunkett Tost. Duke U.: Katherine W. Phillips. Northwestern U. Nominee for The Best Paper Award

457 ■SHCS: (CAR, RM) Learning from Career Histories: Knowledge, Action and Research Concerns

8:30am - 10:20am Atlanta Marriott Marguis: Marguis - Salon II

Chair: Elizabeth Craig, Boston U.

Career Complexity as a Lens for Understanding Careers | Elizabeth Craig, Boston U.; Mireia Las Heras, Boston U.; Kathy E. Kram, Boston U.; Douglas T. Hall, Boston U.; Guorong Zhu, Hav Group

Scars or Blemishes? How Unemployment Spells Affect Worker Mobility | Steffanie L. Wilk, Ohio State U.

Is Prior Experience Always Beneficial? How Career History Affects Skill and Performance | Gina Dokko, New York U.: Steffanie L. Wilk, Ohio State U.; Nancy Rothbard, U. of Pennsylvania

Career Histories in a Relational Context | Monica Higgins. Harvard U.

458 CAU: (CAU) What Constitutes Business Ethics Education? Talking About Core Concepts.

8:30am - 10:20am Hyatt Regency Atlanta: Brussels

Organizers: Barrie E. Litzky, Pennsylvania State U., Great Valley; Tammy MacLean, Suffolk U.

459 CAU: (CAU) The Role and Impact of Distance **Education Programs**

8:30am - 10:20am Hyatt Regency Atlanta: Geneva

Organizer: Harish Chandan, Argosy University, Atlanta

460: (Paper Session) - (CM) Social Comparison and Social Accounts: Underlying Cognition and (Often) Overlooked Language

8:30am - 10:20am Hyatt Regency Atlanta: Hanover A

Chair: Anthony Cobb, Virginia Tech

Rankings and Competition: Social Comparison in the Shadow of Standards | Stephen M Garcia, U. of Michigan; Avishalom Tor, Haifa U.

Face Concerns and Offenders' Misperceptions of Victims' Reactions to Apologies and Excuses | Kristina Diekmann, U. of Utah; Kristin Smith-Crowe, U. of Utah; Sheli Sillito, U. of Utah; Renee Oatway Tynan, U. of Notre Dame

Vocabulary of Games: Language as a Tool for Decision Making | Jeffrey Loewenstein, U. of Texas, Austin; Josh W Keller, U. of Texas, Austin

Specification and Propositions | Anthony Cobb, Virginia Tech

461: (CM) Reversals of Fortune: The Downsides of Power, Information and Trust in Dyadic Negotiations

8:30am - 10:20am Hyatt Regency Atlanta: Hanover C

Chair: Scott Wiltermuth, Stanford U

Discussant: Max H Bazerman, Harvard U.

Suspending Judgments to Create Value: Suspicion, Distrust, and Trust in Negotiations | Marwan Sinaceur, INSEAD

Finding Value in Hierarchies: Understanding the Process behind Value Creation in Hierarchical Groups | M. Ena Inesi,

Hearing the Crying of the Lamb: Why Sadness Expression may Help Claim Value in Negotiations | Shirli Kopelman, U. of Michigan, Ann Arbor, Marwan Sinaceur, INSEAD

462 SHCS: (CM, HR, OB) Organizational Justice Threads in Mainstream Management Fabric

8:30am - 10:20am Hilton Atlanta: Grand Salon C

Chairs: Jason Colquitt, U. of Florida; Jerald Greenberg, Ohio

Discussant: Jerald Greenberg. Ohio State U.

The Effects of Procedural and Interactional Justice on Self-Set Goals and Intrinsic Motivation | Jason Colquitt, U. of Florida; Cindy P. Zapata-Phelan, University of Florida; Brent A. Scott, University of Florida; Beth Ann Livingston, U. of Florida

Procedural Justice or Major Organizational Change: Which Impacts Employees' Stress More? | Stephen Gilliland, U. of Arizona; Layne Paddock, University of Florida

Procedural Justice Effects on Negative Emotions as a Function of Leaders' Passion | David De Cremer, Tilburg U.

Organizational Politics and Work Outcomes: The Mediating Role of Procedural Justice | Samuel Aryee, Aston University; Li-yun Sun, Macau U. of Science and Technology; Dail Fields, Regent U.; Yaw Aboagye Debrah, Brunel U.; Pawan S. Budhwar, Aston U.

463 SHCS: (CM, RM, OB) A Better Look at Social Process: Analyzing Data from Dyads and Groups

8:30am - 10:20am Hilton Atlanta: Grand Salon A

Chair: Jennifer R. Overbeck, U. of Southern California

Discussant: Elizabeth A Mannix, Cornell U.

Analyzing Data from Dyads: Preserving Individual Responses and Controlling for Dependence | Jennifer R. Overbeck, U. of Southern California

The Social Relations Model: Analyzing Group-Member Behavior with Precision and Power I Cameron Anderson, U. of California, Berkeley

Methods for Studying Group Behavior over Time: Sequence and Phase Models | Laurie R. Weingart, Carnegie Mellon University

464 (□ • → • • (Paper Session) - (CMS) Critical Management Studies - Visual Session

8:30am - 10:20am Atlanta Marriott Marquis: Marquis Salon IV - CMS

Come and support CMS IG presenters with their visual presentations! Presented on Panels 1-8

- Further Directions for Social Movement Collective Action Framing and Strategic Frame Alignment | Marc Hoffman Lavine, Boston College
- → To Be Different: A Romantic Illusion? | Richard Pin, U. of Lille 1
- Irony, Rhetoric, and Discursive Adaptive Capacity in Organizations | James R Barker, U. of Waikato
- → Internationalization and Deliberative Democracy A
 Preliminary Attempt for a Normative Framework | Ulf
 Henning Richter, HEC, U. of Lausanne; Patrick Schueffel,
 HEC, U. of Lausanne
- Theorizing Emotional Ontology: Towards the Emancipation of Organizational Emotionality | Efstratios Ramoglou, Cambridge U.
- Revisiting "The Tacit Component" in International Knowledge Transfer | Elizabeth Siler, U. of Massachusetts, Amherst
- A Hypothesis-Verifying Publication Norm Leading to (Non-)Significant Management Research? | Anna Stafsudd, Lund
- → The Intimacy of Management Codified Construction of Selves | Betina Wolfgang Rennison, Copenhagen U.

465 → **•**: (Paper Session) - (CMS) Encounters with Globalization(s) and Empire(s)

8:30am - 10:20am Àtlanta Marriott Marquis: Tigris & Danube
Critical Perspectives on Globalizing Institutions and Discourses
Chair: Rafael Alcadipani Da Silveira, U. of Manchester
Discussant: Atira Cherise Charles, Arizona State U.
Rethinking Intellectual Property Rights: Imperatives for a More

Retninking intellectual Property Rights: Imperatives for a More Inclusive Organizational Theory | Raza A Mir, William Paterson U.; Satya Prasad Sahu, IRS

Imperialism and the Politics of Necrocapitalism | **Bobby Banerjee**, U. of South Australia

Applying the Dominant Logic Construct to MNCs: An Epistemic Re-Presentation of the Global Firm | Jann-Marie Halvorsen Culhane, Flagler College

Best CMS Paper Nominee

Pu→ The MNC as a Third Space: Rethinking IHRM

Knowledge Through Homi Bhabha | Michal Frenkel, Hebrew
U. of Jerusalem

466: (Paper Session) - (ENT) **Starting New Ventures** 8:30am - 10:20am Hilton Atlanta: Council/Cabinet Room

Chair: Richard DeMartino, Rochester Institute of Technology

- → Clear & Present Danger: Effects of Regional Murder & Kidnapping Rates on NF Survival in Colombia | Shon R Hiatt, Cornell U.
- ■Entry, Exit and Turbulence in High Growth and Declining Markets | Rui Baptista, Instituto Superior Tecnico
- Operational Planning and Control in Entrepreneurial Firms: The Moderating Effect of Uncertainty | Malte Brettel, Aachen U. (RWTH); Florian Heinemann, Aachen U. (RWTH); Tim Hiddemann, Aachen University of Technology (RWTH)

☐ ○ → Competitive Advantage of Canadian High Technology SMEs | Ronel Erwee, U. of Southern Queensland; Sherry Lee Price, Okanagan College

467: (Paper Session) - (ENT) Entrepreneurial Strategy 8:30am - 10:20am Hilton Atlanta: Crystal Ballroom C & D

Chair: Brian Connelly, Texas A&M U.

- ■The Role of Knowledge in Strategy Choice During New Venture Formation | Michael J. Fern, U. of Victoria; Laura B. Cardinal, Tulane U.; Hugh Oneill, North Carolina U., Chapel Hill
- The Importance of Strategic Planning in Small New Ventures: Overview and New Empirical Data | Sascha Kraus, U. of Oldenburg; Rainer Harms, U. of Klagenfurt; Erich Schwarz, U. of Klagenfurt
- Entrepreneurial Strategies in a Declining Industry | William Burpitt, Elon U.; Sally W Fowler, American U.
- Organizational Conditions to Enhance Innovation Processes in Entrepreneurial Firms | **Davide Ravasi**, Bocconi U.; **Dino Ruta**, Bocconi School of Management

468: (Paper Session) - (ENT) Entrepreneurship Theory 8:30am - 10:20am Hilton Atlanta: Embassy Room Chair: Mark L Hoelscher, Illinois State U.

- ■The Theoretical Domain of For-Profit Social Entrepreneurship | Mark P Sharfman, U. of Oklahoma, Norman; Lowell W. Busenitz, U. of Oklahoma; David M. Townsend, U. of Oklahoma; Jason A. Harkins, U. of Oklahoma
- A Meta-analytic Review of the Dynamic Role of Personality in Entrepreneurship | **Hao Zhao**, Rensselaer Polytechnic Institute; **Scott Seibert**, Melbourne Business School; **G. T. Lumpkin**, Texas Tech U.

469 : (Paper Session) - (ENT) Corporate Venturing & Spinoffs

8:30am - 10:20am Hilton Atlanta: Washington

Chair: Steven Walter Bradley, Indiana U., Bloomington
Entrepreneurship and Strategy Development Processes within
Subsidiaries of MNCs | Pamela C Sharkey Scott, Dublin
Institute of Technology; Patrick Gibbons, U. College of Dublin

- ■Resource and Social Capital Explanations for the Growth of High-Tech Spin-offs | Victor Scholten, RSM Erasmus U.; Tom Elfring, Free U., Amsterdam; Onno Omta, Wageningen U.; Ron Kemp, EIM Small Business Research and Consultancy
- A Model of Antecedents and Characteristics of Corporate Spin-Offs | **Els Van de Velde**, Ghent U.; **Bart Clarysse**, Vlerick Leuven Ghent Management School
- De Ambidexterity in Corporate Venturing: Simultaneously
 Using Existing and Building New Capabilities | Susan A Hill,
 London Business School; Julian Birkinshaw, London Business
 School

470: (Paper Session) - (GDO) The Way It Is?: Working Around and Within "the Systems" of Gender and Race

8:30am - 10:20am Hyatt Regency Atlanta: Lenox

Chair: Yvonne Benschop, Radboud U., Nijmegen Discussant: Chetan Joshi, U. of Western Ontario

- ■Knowing "Entrepreneurship" Through Feminist Epistemologies | Kristina A. Bourne, U. of Wisconsin, Eau Claire; Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich. U. of Massachusetts. Amherst
- Perceptions of Test Validity | Miguel M. Unzueta, Stanford U.
- ©Cross-Cultural Competence and Power Based Rules: A Native American Case Study | Gelaye Debebe, George Washington U.
- + Equal Employment Opportunity for Women in Islamic Society: A Context-Specific Perspective | Jawad Syed, Macquarie U., Sydney; Faiza Ali, Macquarie U., Sydney

471 ♥ ■JS: (GDO, CAR, OB) New Perspectives on **Managing Across Difference in Organizations**

8:30am - 10:20am Hyatt Regency Atlanta: Kennesaw

Discussant: David A. Thomas, Harvard U.

Managing Across the Invisible Divide: Invisible Stigmas and Positive Work Relationships | Belle Rose Ragins, U. of Wisconsin, Milwaukee

Delving Beneath the Surface: Reconstructing Diversity Through Interpersonal Encounters | Laura Morgan Roberts. Harvard U.; Sandra Cha, McGill U.

Building and Sustaining Relationships Across Difference I Martin N. Davidson, U. of Virginia; Erika H. James, U. of Virginia

Erasing Race: Positive Emotions Reduce Racial Biases in Facial Recognition and Categorization | Kareem Johnson,

The Effects of Positive Intergroup Contact on Reducing Intergroup Tension in Organizations | Modupe Akinola, Harvard U.; Wendy Mendes, Harvard U.

472: (HCM) Health Care Management Division Business Meeting

8:30am - 10:20am Hilton Atlanta: Gwinnett

Division Chair: Ruth A Anderson, Duke U.

Division Chair-Elect.: Jane Banaszak-Holl, U. of Michigan, Ann

Program Chair: Timothy Hoff, State U. of New York, Albany

473: (HR) Welcome and Awards Ceremony

8:30am - 10:20am Hyatt Regency Atlanta: Hanover B

474 JS: (HR, MED) Toward the Successful Integration of Training and Technology in the Workplace

8:30am - 10:20am Hyatt Regency Atlanta: Hanover F

Discussant: Eduardo Salas. U. of Central Florida

The Effects of Independent and Dependent Seductive Details on Training Outcomes | Courtney Van Overberghe, Illinois Institute of Technology; Jaime Kuo, Illinois Institute of Technology; Eyal Ronen, Illinois Institute of Technology; Adrienne Chin-Perez, Illinois Institute of Technology; Rupa Patel, Illinois Institute of Technology; Annette Towler, Illinois Institute of Technology; Kurt Kraiger, Colorado State U.

Prompting Self-Regulation to Improve Learning Outcomes in Learner-Controlled Online Training | Traci Sitzmann. Advanced Distributed Learning

Adaptive Guidance: Effects on Self-Regulated Learning in Technology-Based Training | Bradford Bell, Cornell U.: Adam M. Kanar, Cornell University; Xiangmin Liu, Cornell U.; Jane Forman, Cornell U.; Mila Singh, Cornell U.

The Dynamic Impact of Training Reactions During the Implementation of New Technologies | Matthew Pearsall, U. of Arizona; Miguel Quinones, U. of Arizona

475 JS: (HR, OB) Moderators Matter-A Discussion of Novel Moderators in the Goal Orientation Performance Relationship

8:30am - 10:20am Hyatt Regency Atlanta: Manila

Chair: Anuradha Ramesh, U. of Maryland, College Park Discussant: Gerard H Seijts, U of Western Ontario

How can Goal Orientation Research Advance? The Crucial Role of Moderator Variables. | Don Vandewalle, Southern Methodist U.

The Importance of Situational Demands in Understanding Goal Orientation | Karen Van Dam, Tilburg U.

Goal Orientation and Performance: Does Achievement Motivation Matter? | Anuradha Ramesh. U. of Maryland. College Park, Jonathan C. Ziegert, Drexel U.; Paul Hanges, U. of Maryland

476 → JS: (HR. RM. IM) International HRM Research: Challenges and Lessons Learned from the Field

8:30am - 10:20am Hyatt Regency Atlanta: Singapore

Chair: Mary A. Gowan, George Washington U.

Challenges of Identifying the Sample and Collecting Data from U.S.-Mexican Joint Ventures | Pramila Rao, Marymount U.; Mary A. Gowan, George Washington U.

Researching Recruitment of the African Diaspora at an International Conference | Mary R. Watson, New School U.

Opportunities and Challenges in the International Assembly Plant Study I John Paul MacDuffie. U. of Pennsylvania: Frits Pil, U. of Pittsburgh; Jaewon Kim, Wharton, U. of Penn

Using the HRM Indicators of the Hay Management Group Hetty Van Emmerik, Utrecht U.; Martin C. Euwema, Utrecht U.; Hein Wendt, Hay Group by

Managing Data Collection in a Global Context: Work in Seven Countries | Irene Hau-siu Chow, The Chinese U of HK

The Global HRM Project | Xiaoya Liang, Fudan U.; Paul Miesing, State U. of New York, Albany

477 → **•**: (Paper Session) - (IM) **Politics and Institutional** Influence on MNC Behavior

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Amsterdam

Chair: Jonathan P Doh. Villanova U.

Discussant: Carlos Rufin, Babson College

₽→ How Do Long-Term Project Investors "Vote" In Developing Country Elections? | Paul M Vaaler, UIUC; Burkhard N. Schrage, Singapore Management U.

→ Institutional Quality, Political Networking, and Firm Growth: A Cross-Country Analysis | Qi Zhou, Ohio State U.; Mike

- Peng, U. of Texas at Dallas; Jaideep Anand, Ohio State U.; Jiewei Yu, Ohio State U.
- □ → Determinants of Entry Modes Choice in Emerging Economies: Bargaining Between Host States and MNCs | Hugo Zarco Jasso, IESE Business School
- → ■Beyond "Stepping Stone" Growth: Exploring New Market Entry at the Base of the Pyramid I Ted London, U. of Michigan

478 →: (Paper Session) - (IM) The Role of Knowledge in International Expansion

8:30am - 10:20am Atlanta Marriott Marguis: Cluster 1 - Copenhagen

Chair: Hamid H Kazeroony, Phoenix U.

Discussant: Ayesha Malhotra, U. of Calgary

- → Factors Influencing Knowledge Flows Within MNCs | Niels G. Noorderhaven, Tilburg U.: Anne-Wil Harzing, U. of Melbourne
- ₽©→ Knowledge Practices in a Global Network: Retention, Adaptation, Transference and Experimentation | Richard **Dunford**, Macquarie U., Sydney; **Ian Palmer**, U. of Technology, Sydney; Jodie Benveniste, U. of Technology, Sydney
- → Knowledge and Experience in the Internationalization of American Internet Firms | Robert Ware, Savannah State U.

479 →: (Paper Session) - (IM) New Products and New **Knowledge in the Global Context**

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Madrid Chair: Andreas Michael Klossek, Freiberg U.

Discussant: Haryanto Haryanto, Monmouth College

- ₽→Global Sensing and Sensibility A Matching Assessment of Foreign Sources for Innovation | Wolfgang Sofka, Centre for European Economic Research; Thorsten Andreas Teichert, U. of Hamburg
- → Subsidiary Interdependencies in New Product Development and Local Linkages | Dirk Michael Boehe, Universidade de

IM Best Paper from an Under-represented Country Finalist

₽→ How Industry Network and Hierarchy Positions Influence Innovation in Global Semiconductor Industry I Cheng-Min Chuang, National Taiwan U.; Kuen-Shiou Yang, National Taiwan U.

480 →: (Paper Session) - (IM) Expatriates: Foreign Assignment Choice, Individual Characteristics and Success

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Stockholm

Chair: Mark Fenton-O'Creevy, Open U.

Discussant: Mason A Carpenter, U. of Wisconsin, Madison Why Do They Go? Factors Influencing the Decision to Accept an International Assignment | Michael Dickmann, Cranfield U.; Noeleen Doherty, Cranfield U.; Chris Brewster, Henley Management College

- → Beyond Adjustment: Complex Roles of Personality and Health-Related Strains in Expatriate Experiences | Hong Ren, Pennsylvania State U.; David A. Harrison, Pennsylvania State U.; Purnima Bhaskar-Shrinivas, Pennsylvania State U; Margaret Shaffer, U. of Wisconsin, Milwaukee
- Domestic Entry-Level Job Applicants | Stefan T. Mol,

- Erasmus U. Rotterdam: Marise Ph. Born. Erasmus U. Rotterdam; Madde E. Willemsen, GITP International; Henk T. Van Der Molen, Erasmus U. Rotterdam; Eva Derous, Erasmus U. Rotterdam
- ₽→ Cultural Intelligence and International Assignment Effectiveness | Kwanghyun Kim, Texas A&M U.; Bradley L. Kirkman, Texas A&M U.; Gilad Chen, U. of Maryland

481 →: (Paper Session) - (IM) Location Choice and Entry Mode

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Trinidad Chair: Joan Mileski, Texas A&M U., Galveston

Discussant: Carin Holmquist, Stockholm School of Economics

- Impact of Firm Size and Knowledge Intensity | Niron Hashai, Hebrew U. of Jerusalem; Christian Geisler Asmussen, Copenhagen Business School; Gabriel R.G. Benito, Bl Norwegian School of Management; Bent Petersen, Copenhagen **Business School**
- Choosing Between Wholly-Owned Subsidiaries and Joint Ventures: An Integration of Three Perspectives | Yu-Ching Chiao, National Chung-Hsing University; Fang-Yi Lo, National Chenchi U.; Chow-Ming Yu, National Chengchi U., Taiwan
- Entry Mode Strategies of Emerging Economy Multinationals -A Resource Based View | Miti Garg, National University of Singapore
- → Franchising as an Entry Mode: Market Similarity Versus Distance Paradox | Richard C Hoffman, Salisbury U.; Joel Kincaid, Salisbury U.; John F. Preble, U. Delaware

482: (Paper Session) - (IP) Sources and Consequences of **Dynamic Capabilities**

8:30am - 10:20am Hyatt Regency Atlanta: Regency V - Table A1 Facilitator: Suzanne deTreville, U. of Lausanne

- RM: Using Teaching Case Studies as a Research Method within the Resource-Based View of the Firm | Veronique Ambrosini, Cranfield U.; Nardine Collier, Cranfield U.
- → OM: Performance Variability and the Relationship with TQM | Luiz Artur Ledur Brito, FGV-EAESP: João Mário Csillag, FGV-EAESP; André Jungmann Brito, FGV-EAESP
- **OM**: The Role of Six Sigma in the Implementation of TQM I Jung-Hoon Lim, U. of Texas Pan-American
- ■MOC: Modeling Forgetting: The Dark Side of Organizational Capability Development and Competition | Janice A. Black, New Mexico State U; Richard L Oliver, New Mexico State U; James G Hunt, Texas Tech U.
- **©BPS**: IT Resources, Capabilities, And Firm Performance | Paul L. Drnevich, Purdue U., West Lafayette; Aldas Kriauciunas, Purdue U.; Jungpil Hahn, Purdue U., West Lafayette

483: (Paper Session) - (IP) Individual and Institutional Influences on Corporate Social Responsibility and Ethics 8:30am - 10:20am Hyatt Regency Atlanta: Regency V - Table A2

Facilitator: Dima Jamali, American U. of Beirut

■OMT: Gender, Social Responsibility, and the Stock Market I Brooke Harrington, Brown U.

- SIM: The Case for Strategic Corporate Social Responsibility in Developing Countries | Dima Jamali, American U. of Beirut
- SIM: Corporate Social Responsibility: Domestic and International Institutional Investment | Sofia Johan, Tilburg U.; Douglas Cumming, Rensselaer Polytechnic Institute
- → **MH**: Corporate Social Responsibility, the Sauce of the New Empire | Enrique M Perez, Florida Atlantic U.
- **■GDO**: The Roles of Race and Gender in Ethical Decision-Making | Michael Ritchie, U. of South Carolina, Aiken; Elizabeth C. Ravlin, U. of South Carolina; Gwen Hanks, Claflin

484: (Paper Session) - (IP) Identity and Impact on Job Outcomes

8:30am - 10:20am Hyatt Regency Atlanta: Regency V - Table A3 Facilitator: Gary Davies, U. of Manchester

- **MH**: Management and Art Views of Depression Era Workers: The Need for an Organizational-Arts Perspective | Elizabeth M Doherty, St. Joseph's U.
- **©OB**: The Non-linear Politics Perceptions Job Satisfaction Relationship: Evidence Across Five Samples | Wayne A. Hochwarter, Florida State U.; Gerald R Ferris, Florida State U.; Mary Dana Laird, Florida State U.; Vickie Coleman Gallagher, Florida State U.; Breda Arnell, Florida State U.
- **HR**: The Agreeableness of the Employer Brand as a Mediator in Promoting Identification and Commitment | Gary Davies, U. of Manchester; Rosa Chun, Manchester Business School
- → IM: Offshore Call Centers: "Sites" and "Sights" of Globalization | Sarbjeet Singh Rayat, U. of Massachusetts, **Amherst**
- **OMT**: (Where) Is Technical Contracting Flexible? I Forrest Briscoe, Pennsylvania State U.; Mark Wardell, Pennsylvania State U.; Steve Sawyer, Pennsylvania State U.

485: (Paper Session) - (IP) Technology Change and **Evolution of Industry Structure**

8:30am - 10:20am Hyatt Regency Atlanta: Regency V - Table A4 Facilitator: Sandra Slaughter, Carnegie Mellon University

- **■BPS**: Feedback Effect of Firm Investment Strategy on the Evolution of Market Structure | Lalit Manral, Columbia U.
- **TIM:** Technological Change within Nested Hierarchies: The Case of the Information Technology Sector | Jeffrey Lee Funk, Hitotsubashi U.
- **OMT**: The Emergence of New Industries Contestation and Negotiation between Nanotechnology Communities | Stine Grodal, Stanford U
- **○→TIM**: Technology Interactions in the Presence of Network Effects | Veneta Andonova, U. de los Andes, Colombia; Antonio Ladron de Guevara, Pompeu Fabra U.

486: (Paper Session) - (IP) Applications of 'Dynamic Capability' and Research Directions

8:30am - 10:20am Hyatt Regency Atlanta: Regency VI - Table B1 Facilitator: Leonard H Friedman, Oregon State U.

■ ■ HCM: Team Level Tacit Knowledge and Related Characteristics of High Performing Health Care Teams |

- Leonard H Friedman, Oregon State U.; Stephanie L. Bernell, Oregon State U.
- **OMT:** Further Explaining the Relationship between Social Capital and Dynamic Capabilities | Ashley Davis, University of Georgia
- → **HCM**: Identifying, Enabling and Managing Dynamic Capabilities | Amy L Pablo, Univ of Calgary; Jim Dewald, University of Calgary; Trish Reay, U. of Alberta; Ann Casebeer, University of Calgary
- **TIM:** Dynamic Capabilities in the Wireline Telecom Industry: The Case of a Network Service Provider I Carsten **Zimmermann**, U. of Cambridge; **Ronald Klingebiel**, U. of Cambridge; Dieter Lange, Cap Gemini Ernst & Young
- BPS: Institutionalizing Dynamic Capabilities: a Pathway to Long-term Competitive Advantage | Denise L. Fleck, Federal U.. Rio de Janeiro

487: (Paper Session) - (IP) Group and Individual Sensemaking

8:30am - 10:20am Hyatt Regency Atlanta: Regency VI - Table B2 Facilitator: Charles J. Fornaciari, Florida Gulf Coast U.

- **MOC**: Typifying Competing Rationalities: A Novel Heuristic Framework | Charlotte Cloutier, HEC Montreal; Ann Langley, **HEC Montreal**
- **OMT**: Ritual and Sensemaking in a Community of University Students | Andrew D. Brown, University of Bath
- **ODC:** Action Sensemaking: Making Sense of Technology Using Action Research Principles | Chris Dymek, Pepperdine University
- BPS: Strategic Creativity and Tactical Creativity: A Cognitive Model of Creativity in Strategy Making | Jiyun Wu, Virginia
- Service-Learning | Kathy Lund Dean, Idaho State U.; Charles J. Fornaciari, Florida Gulf Coast U.

488: (Paper Session) - (IP) Organizational Learning in Strategic Alliances

8:30am - 10:20am Hyatt Regency Atlanta: Regency VI - Table B3 Facilitator: Andrew Inkpen, Thunderbird, American Graduate School of International Mamt.

- **■BPS**: Repeated Partners and Repeated Modes: An Analysis of Alliances, Learning, and Performance Maheshkumar P Joshi, George Mason U.; Hyung-Deok Shin, George Mason U.: **Andrew Inkpen**. Thunderbird, American Graduate School of International Mgmt.
- TIM: Managing R&D Alliances in the Presence of Knowledge Fusion | Melissa M. Appleyard, Portland State U.; Beverly B. Tyler, North Carolina State U.; Clara Y. Wang, Not Specified; David Garten, Portland State U
- BPS: Learning and Leakage in Alliances: Benefits and Tradeoffs from Firm-Determined Factors | Miguel Rivera-Santos, Babson College, Pierre Dussauge, HEC Paris
- PNP: Examining Academic-Practitioner Collaboration in a New Context: Engineering Research Centers | Emily M **Hunter**. U. of Houston: **Sara K Jansen**. University of Houston: Steven C Currall, University College London/London Business School

MC: Deconstructing the Inter-organizational Strategising Event: A Post-structuralist Approach | Don Antunes, IMD

489 : (Paper Session) - (IP) Perspectives on Strategic Outsourcing

8:30am - 10:20am Hyatt Regency Atlanta: Regency VI - Table B4 Facilitator: Mahmood Zaidi, U of Minnesota

- TIM: A Theory of Risks to Business Process Outsourcing Client | Yuwei Shi, The Monterey Institute
- BPS: Strategic Outsourcing Relationship: Moving Towards a Relational View of the Firm | Anju Mehta, Auburn U; Nikhil Mehta, Auburn U
- **BPS**: Strategic Outsourcing: Can Outsourcing Contribute to Competitive Advantage? | Jerome Barthelemy, ESSEC
- **COM:** Giving Meaning to the Meaningful: A Comprehensive Model of Buyer/Supplier Relationships | Faiza M. Khoja, U. of Houston- Downtown; Jeff Adams, U. of Houston- Downtown
- → IM: Global Outsourcing of Services | Thomas Norman. University of Minnesota; Mahmood Zaidi, U of Minnesota

490 : (Paper Session) - (IP) Role and Impact of Conflict in Joint Ventures

8:30am - 10:20am Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: M.V. Shyam Kumar, City U. of New York, Baruch

- **■BPS**: Differential Effects Of Joint Ventures On Partner Performance | M.V. Shyam Kumar, City U. of New York, Baruch College
- BPS: Antecedents and Outcomes of Conflict in Competitor Firm Joint Ventures | Charles Funk, Washington State U.; Jonathan D. Arthurs, Washington State U.
- BPS: Partnering | Gary Dushnitsky, U. of Pennsylvania; J Myles Shaver, U. of Minnesota
- **©BPS**: Alliances and Their Effect on Perceptions of Firms' Value | Patrizia Porrini, Long Island U.
- → IM: Contracts and Conflict Resolution Strategies in Foreign Ventures | George O. White III, U. of Texas at El Paso; Janice R Joplin, U. of Texas at El Paso

491: (Paper Session) - (IP) Entry From and Into Foreign Markets

8:30am - 10:20am Hyatt Regency Atlanta: Regency VII - Table C2 Facilitator: Jan Selmer, Aarhus School of Business

- + IM: Internationalising Chinese Management | Nicholas O'Regan, Middlesex U.; Alex Mackinnon, Middlesex U.; Jonathan Liu, Middlesex U.
- →BPS: Resource-Based View of FDI: Care Studies of Leading Chinese Multinationals in Developed Countries | Ping Deng. Maryville University of St. Louis
- → IM: Internationalization and Foreign Market Entry of US Graduate Schools: An Empirical Study | David A. Grossman, Florida Southern College; Rajshekhar G. Javalgi, Cleveland State U
- → IM: No Strategy is an Island to Itself: China First-Mover and Other FDI Strategies' Interaction Effects | Bradley James Koch, Nanyang Technological U.
- → **RM**: Measures of Globalization 1970-2000: Construct Validity and Measurement Invariance | Ronald M Rivas.

Canisius College; Carter Rakovski, Bentley U.; Maria Skaletsky, Bentley U.

492: (Paper Session) - (IP) Interorganizational Learning and **Knowledge Creation**

8:30am - 10:20am Hyatt Regency Atlanta: Regency VII - Table C3 Facilitator: Yasmin Merali, Warwick Business School

- **ODC**: The Development of New Organizational Capabilities: A Design-based Model for Managerial Action | Susan A Mohrman, University of Southern California; Peter H. Docherty, National Institute of Working Life; A.B Rami Shani, California Polytechnic State U., San Luis Obispo; Andrew Schenkel, Stockholm School of Economics; Robin Teigland, Stockholm School of Economics
- **OMT:** Learning From Others: How Knowledge Crowding Exacerbates the Effects of Organizational Inertia | Elizabeth **G. Pontikes**, Stanford U
- **COMT:** Knowledge Generation across Organizational Boundaries: A Theoretical Framework | Laura J. Black. Montana State U.
- **○OMT**: The Effect of Information Technology on Organizational Learning and Knowledge Transfer | Michael J Ashworth, Carnegie Mellon University; Linda Argote, Carnegie Mellon University; Tridas Mukhopadhyay, Carnegie Mellon U.
- **COB:** A Durkheimian Perspective on Knowledge Management in Trans-Boundary Project-Based Work Organisation | Yasmin Merali, Warwick Business School

493: (Paper Session) - (IP) Job Embeddedness and Turnover

8:30am - 10:20am Hyatt Regency Atlanta: Regency VII - Table C4 Facilitator: Abbie J. Shipp, U. of North Carolina, Chapel Hill

MH: The "Lost" Works of Elton Mayo | James Lee Rairdon, Colorado Technical University

- **ODC**: Climate and Personality as Predictors of Employee Satisfaction, Commitment, Performance and Turnover | Wolfgang Wittwer, Monash U.; Elisabeth Wilson-Evered, Monash U.
- **OHR:** Resignation and Return: An Investigation of Career Boomerangs | Stacie Furst, Louisiana State U.; Benson Rosen, U. of North Carolina; Abbie J. Shipp, U. of North Carolina, Chapel Hill
- **HR:** Human Resource Flows and Organizational Consequences: A Theoretical Framework | Hal Kohn, Virginia Tech
- **OB**: Less is More: Validation of a Short Form of the Job Embeddedness Measure and Theoretical Extensions I Brooks C. Holtom, Georgetown U.; Simon Thomas Tidd, Vanderbilt U.; Terence R Mitchell, U. of Washington

494 € €: (MC) Executive Coaching Research: Bringing Together Knowledge and Action to Guard the Public Concern

8:30am - 10:20am Hyatt Regency Atlanta: Montreal This symposium intends to bring together practitioners and academics to have a much needed conversation regarding the evaluation of executive coaching

Participants: Mary Wayne Bush, Pepperdine U.; Jean L. Hurd, Janus Consulting, Inc.

495 ©: (Paper Session) - (MC) Approaches to Organizational **Change and Development**

8:30am - 10:20am Hyatt Regency Atlanta: Vancouver

Chair: Anne Bang, Copenhagen Business School

Discussants: Robert F. Jenefsky, Ecole hôtelière de Lausanne;

Mary Mathew. Indian Institute of Science

Organisational Innovation Champions: The Proactive Utilisation of "Social Capital" for Careers | Francois Grima, U. of Paris XII; Georges Trepo, HEC Paris

Winner of the Graziadio Business School/Pepperdine Award for **Outstanding Practice Based Paper on Management Consulting**

- Action Research and Appreciative Inquiry: Arguing for a Sequenced Intervention | Dean Vitale, Auburn U
- **Mastering Transformational Change through** Knowledge, Action and Public Concern | Marilyn E. Harris. Central Michigan U/Human Systems Change Consulting, Inc.; Gulian Wang, Central Michigan U.

Improvisation in IT Development and Implementation Projects: a Multi-Level Perspective | Massimo Magni, Bocconi U.; Bernardino Provera, SDA Bocconi / Bocconi U.; Luigi Proserpio. Bocconi U.

496 →: (Paper Session) - (MH) The Workplace and Management

8:30am - 10:20am Hilton Atlanta: Roosevelt

Chair: Pegram Harrison, European Business School London Discussant: Robert Cabral. Nova Southeastern U.

- The Diffusion of Maslow's Motivation Theory in Management and Other Disciplines | John A Ballard, College of Mount Saint Joseph
- Management and the Worker: A Comparative Analysis of Workplace Ethnographies from 1940-1999 | Thomas J Naughton, Wayne State U.
- You Be the Judge: A Historical Perspective of Phrenology and Physiognomy in Employee Selection | Shannon G. Taylor, Louisiana State U.
- Absenteeism in the News: Historical Trends in Absence from Work in the 20th Century | Eric Patton, Concordia University; Gary Johns, Concordia University

497: (Paper Session) - (MOC) The Next Generation: MOC **Best Student Papers**

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 2 - Magnolia This session brings together the nominated and highest ranked student-authored papers.

Moderator: Frances J Milliken, New York U.

Pa© Grounded Rationality and Change in Work Teams: The Importance of Dyadic Leadership "Discovery" | Christopher Jay Roussin, Boston College

Illusory Sensemaking: The Effect of Uncertainty on the False Perception of Patterns | Jennifer Ann Whitson, Northwestern

Winner of MOC Best Student Paper Award

Why Is It so Hard to Concentrate on My Work?: The Importance of Task Closure when Switching Tasks. | Sophie Leroy, New York U.

₽ → Biculturalism and Integrative Complexity: Testing the Acculturation Complexity Model | Carmit T. Tadmor, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkeley; Kaiping Peng, U. of California, Berkeley

Winner of MOC Division Best Paper Award

Broadcasting Legitimacy and Strategic Identity: A Study of Impression Management in Satellite Radio | Chad Navis.

498: (Paper Session) - (MOC) Expressive Organizations: **Emotions, Culture & Values**

8:30am - 10:20am Atlanta Marriott Marquis: Imperial - Consulate

Examines how cognitive schema and cultural frameworks affect emotions, values and actions

Chair: John Patrick Orr. Webster U.

Discussant: Celia Virginia Harquail, Independent Scholar Conditions Under which the Role of Affect in Strategic Decision-Making is Necessary and Functional | Claire E Ashton-James. Duke University

The Structure of Top Team Interpretive Frameworks. | Patricia Corner, Auckland University of Technology

- Bringing Meaning to Meaning: Building a Theoretical Framework for Meaning of Work Research | Heather C. Vough, U. of Illinois, Urbana-Champaign
- Context- and Contract-Specific Moderators in the Contract Breach-Workplace Deviance Relationship | Simon Lloyd D. Restubog, U. of Queensland; Prashant Bordia, U. of South Australia
- → Vocabularies as Toolkits and Cultural Repertoire of Japanese CEO Succession | Hyosun Kim, Chung Ang U.; William Ocasio, Northwestern U.

499 : (Paper Session) - (MOC) Identity Framings: Organizational Image & Individual Identification

8:30am - 10:20am Atlanta Marriott Marquis: Marquis Salon IV - MOC 2 Modeling of organizational images, professional identity, identification & attitudes. Presented on Panels 9-13

- Confirmatory Factor Analysis of a Value-Based Measure of Organizational Image | Kang Yang Trevor Yu, U. of North Carolina, Chapel Hill
- Disclosure and Identity | YingFei Gao, Surrey U.; Michael Riley, Surrey U.
- Emergence of Organizational Identification in Individuals over Time | Ozgur Ekmekci, George Washington U.
- The Scattered Images Problem | Kristin N. Price, Pennsylvania State U.
- Characteristics in Organizational Silence | Maria Vakola, Athens U. of Economics and Business; loannis Nikolaou, Athens U. of Economics and Business; Dimitris Bourantas, Athens U. of Economics and Business

500 © ■JS: (MOC, OB) Organizing with Self-Awareness 8:30am - 10:20am Atlanta Marriott Marquis: Imperial - Summit Organizer: John Paul Stephens, U. of Michigan, Ann Arbor Presenters: Bruce Avolio, U. of Nebraska; Adrian YL Chan, U. of Nebraska-Lincoln; Jakari Griffith, Florida A & M U.; Tara

Wernsing, U. of Nebraska; Mathew Hayward, University of

Colorado, Boulder; Jason Kanov, Seattle U.; David Dunning, Cornell University

501: (Paper Session) - (MSR) **Spiritual Leadership** 8:30am - 10:20am Hilton Atlanta: Paulding

o.suam - 10.20am Hillon Alianta. Pauluing

Chair: Jeanne G Buckeye, University of St. Thomas
Spiritual Leadership: Portraits of Courage, Compassion and
Service for Community Transformation | Faith Wambura
Ngunjiri, Bowling Green State U.

- Spiritual Leadership and Organizational Performance: An Exploratory Study | Jody Fry, Tarleton State U.; Laura L Matherly, Tarleton State U. Central Texas
- ■An Inductive Model of Servant Leadership: The Considered Difference to Other Types of Leadership | David T Chin, Monash U; Wendy A. Smith, Monash U.
- Guna Model and Leadership: A New Perspective towards
 Transcendence | Rakesh Kumar Agrawal, Institute of
 Management Technology

502 №: (OB) Making Emotions Work:Emotion Regulation and its Implications for Action

8:30am - 10:20am Hyatt Regency Atlanta: Hanover E *Chair:* **Susan J Ashford**, U. of Michigan

Emotion Regulation and Job Satisfaction: The Moderating Role of the Emotional Demands of the Job. | **Stephane Cote**, J.L. Rotman School of Management, University of Toronto; **Soo Min Toh**, U. of Toronto

Managing the Managed Heart: How Performers of Necessary Evils Manage Inner Feelings While Performing | **Andrew Molinsky**, Brandeis U.; **Joshua D Margolis**, Harvard U.

- Exploring the Relations Between Leader Characteristics, Leader Emotional Displays, and Subordinate L | James M. Diefendorff, University of Colorado at Denver and Health Sciences Center; Gary Greguras, Singapore Management U.; Erin Michele Richard, Florida Institute of Technology; Herman Aguinis, U. of Colorado, Denver
- Culture, Display Rules and Organization: The Effects of Globalization | Anat Rafaeli, Technion-Israel Institute of Technology; Alicia A Grandey, Pennsylvania State U.; Shy Ravid, Israel Institute of Technology, Israel; Jochen Wirtz, National University of Singapore
- Emoting Alone: Self-regulation of Emotions in Independent Work. | Susan J Ashford, U. of Michigan; Ruth Blatt, U. of Michigan; Emily Darling, U of Michigan Ann Arbor

503: (Paper Session) - (OB) Leadership's Role in Creating Perceptions of Fairness

8:30am - 10:20am Hyatt Regency Atlanta: Hanover G

Chair: Bart Weathington, University of Tennessee at Chattanooga Discussant: Dina Mansour-Cole, Indiana University Purdue University Fort Wayne

- The Role of Monitoring in Links Between Leader Behaviors, Role Ambiguity, Fairness & Performance | Elizabeth Douthitt, Stanford U
- PuLeadership, Procedural Justice Climate, Work Attitudes, and Organizational Citizenship Behavior | Fred Ochieng Walumbwa, Arizona State U.; Cindy Wu, Baylor U.; Bani Orwa, Kenyatta University

- Fairness through Adversity: How Conflicts Affect Managers' Fairness-Building Efforts | Chris Paul Long, Washington U.; Alexandra A. Mislin. Washington U.
- Justice for Employees: Using Empathy to Predict Fair Treatment | Joanna Heathcote, U. of Western Ontario; John P Meyer, U. of Western Ontario

504: (Paper Session) - (OB) Organizational Reward Systems 8:30am - 10:20am Hyatt Regency Atlanta: Piedmont

Chair: Sherry E Moss, Wake Forest U.

Discussant: Michael Wesson, Texas A&M U.

- Setting the CEO's Pay:Economic and Psychological Perspectives | Charles A O'Reilly, Stanford U; Brian Main, U. of Edinburgh
- Individual Attitudes, Organizational Rewards & Patenting Performance of R&D Scientists & Engineers | Lena Lee, National U. of Singapore; Poh Kam Wong, National U. of Singapore
- ► Investigating the Mediating Effects of Exchange Perceptions on the Rewards – Attachment Relationship | Sushil Nifadkar, Arizona State U.; Joshua B Wu, University of Miami; Anne S. Tsui, Arizona State U.
- Using the Psychology of Addiction to Explain the Expression and Escalation of Employee Entitlement | Glenda M Fisk, Penn State U and Queen's U

505: (Paper Session) - (OB) **Developing Person-Organization Fit**

8:30am - 10:20am Hyatt Regency Atlanta: Roswell

Chair: Matthew Liao-Troth, Western Washington U.

Discussant: Kelly Delaney-Klinger, Pennsylvania State U.

₱The Form of Fit Functions: An Analysis Using Application

Decisions | **Kevin Carlson**, Virginia Tech; **Andrew O**. **Herdman**, Virginia Tech; **Rebecca S. Lau**, Virginia Tech

- Personal Work Goals and Newcomer Affective Outcomes: A Partial Replication and Theoretical Extension | Charles K Parsons, Georgia Institute of Technology; Wendy J Walker, Georgia Institute of Technology
- ₽→ Satisfaction and Individual Preference for Structuring: What Is Fit Depends on Where You Are From | Yih-teen Lee, University of Lausanne and Groupe ESSCA; John Antonakis, HEC, U. of Lausanne

Winner of OB Division Best International Paper Award

Socialization Tactics, Proactivity, and Learning: How Process and Content Influence Adjustment | Blake E. Ashforth, Arizona State U.; David M. Sluss, University of South Carolina; Alan M. Saks, U. of Toronto

506 JS: (OB, GDO) Work Group Diversity: Towards More Sophisticated Models

8:30am - 10:20am Hyatt Regency Atlanta: Vinings

Chairs: Jana L. Raver, Queen's U.; Daan van Knippenberg, Erasmus U. Rotterdam

Top Management Team Diversity: Faultlines, Clarity of Objectives, and Organizational Performance | Daan van Knippenberg, Erasmus U. Rotterdam; Jeremy Dawson, Aston U.; Michael West, Aston U.; Astrid C. Homan, Leiden U.

- The Effects of Faultline Placement and Demographic Status on Individual Perceptions of Group Process I Lindred Green. Leiden U.; Karen A. Jehn, Leiden U.; Ilja van Beest, Leiden U.
- Simultaneous Individual and Group Level Effects of Ethnic Diversity on Individual Learning Outcomes I Felix Brodbeck. Aston U.; Yves R. F. Guillaume, Aston U.; Nick Lee, Aston U.
- Not Playing Well with Others: The Asymmetry and Irony of Promoting Interdependence in Diverse Teams I Heather M. Caruso, Harvard U.
- Diversity at the Dyad Level: Realigning Levels of Analysis in Diversity Research | Andrew P. Knight, U. of Pennsylvania; Katherine Klein, U. of Pennsylvania; Stephen P Borgatti, Boston College; Mathis Schulte, U. of Pennsylvania

507 JS: (OB, HR, CAR) New Insights Into LMX Theory: Relationship Development, Outcomes, and Adaptation to **Team Settings**

8:30am - 10:20am Hyatt Regency Atlanta: Hanover D

Chairs: Talya N Bauer, Portland State U.; Berrin Erdogan, Portland State U.

- The Early Development of Leader-Member Exchange: A Longitudinal Investigation | Robert C Liden, U. of Illinois, Chicago; Berrin Erdogan, Portland State U.; Talya N Bauer, Portland State U.
- A Longitudinal Investigation of Leader-Member Exchange (LMX) Development and Member Performance | Jennifer Nahrgang, Michigan State U.; Frederick P Morgeson, Michigan State U.
- The Impact of Emotion Regulation Strategies on Social Competence, LMX, and Job Performance | John P. Trougakos, Purdue U.; Stephen Green, Purdue U.
- Throwing the Relationship Between LMX and Role Conflict for a Curve | Delmonize Smith, U. of Alabama, Tuscaloosa; K. Michele Kacmar, U. of Alabama
- Not All Shared Leadership is Equal: Differential Effects of Exchange Structures in Virtual Teams | Claudia C. Cogliser, Texas Tech U.; William L Gardner, Texas Tech U.; Mark Gavin, Oklahoma State U.; Jonathon R. Halbesleben, U. of Missouri; Christine Quinn Trank, Texas Tech U.; Anson Seers, Virginia Commonwealth U.

508: (Paper Session) - (OCIS) Cases of IS Implementation I 8:30am - 10:20am Atlanta Marriott Marquis: International 1 Chair: Diane Dromgold, RNC Global Projects

Discussant: Elizabeth Davidson, U. of Hawai'i, Manoa

- of IS Implementation in a Developing Country | Shirish C Srivastava, National U. of Singapore; Thompson SH Teo, National U. of Singapore
- → Bourdieu's Theory of Practice as an Alternative Lens Making Sense of IT Mediation | Francois Lambotte, Solvay Business School U. Libre de Bruxelles
- A Structurational Analysis of IT-induced Organizational Change in a Public Organization | C.W. Phang, National University of Singapore; Caizuan Ang, National University of Singapore; Atreyi Kankanhalli, National U. of Singapore

509: (Paper Session) - (OCIS) Knowledge Creation and **Ownership**

8:30am - 10:20am Atlanta Marriott Marquis: International 5

Chair: Sharen Ann Bakke. Kent State U.

Discussant: Deborah Soule, Harvard U.

- Pa

 Knowledge Ownership and Territoriality | Sirkka Jarvenpaa, U. of Texas, Austin; Huseyin Tanriverdi, U. of Texas. Austin
- The Role of Knowledge Characteristics in Knowledge Creation Activities and Organizational Outcomes | Chih-Hung Peng, National Sun Yat-Sen U.; T. RACHEL CHUNG, University of Pittsburgh; Deng-Neng Chen, National Pingtung University of Science and Technology; **T.P. Liang**, National Sun
- Value-Relevance of Peripheral Developers in Open Source Projects | Pankaj Setia, Michigan State U.; Balaji Rajagopalan, Oakland U.; Roger Calantone, Michigan State U.; V. Sambamurthy, Michigan State U.
- Protecting Organizational Knowledge A Framework For Digital Rights Management Systems Adoption | Petar Djekic, U. of Cologne; Claudia Loebbecke, U. of Cologne

510 SHCS: (OCIS, OMT) Situated Practice in Online **Communities**

8:30am - 10:20am Hilton Atlanta: Grand Salon D Organizer: Anca Metiu, INSEAD Discussant: Pamela Hinds, Stanford U

Presenters: Emmanuelle Vaast, Long Island U.; Anne-Laure Fayard, Polytechnic U.; Quintus Jett, Dartmouth College; Anca

Metiu. INSEAD

511 ♥→: (Paper Session) - (ODC) Organizational Responses to Change

8:30am - 10:20am Hilton Atlanta: Carter

Chair: Susan Fox-Wolfgramm. Hawaii Pacific University Discussant: Mary Lou Kotecki, Deere & Company

- → A Match Made in Heaven? Joining Leadership Competencies to the Process of Organizational Change | Julie Battilana, INSEAD; Mattia J Gilmartin, Insead HMI; Anne-Claire Pache, INSEAD; Metin Sengul, INSEAD; Jeffrey Alexander, U. of Michigan, Ann Arbor
- Organizational ADHD & Treatment: Is the M&A with Sears a Remedy for Kmart's dysfunction? | Judith Gebhardt, U. of Southern California
- The Life-cycle and Decline of a Dotcom Firm: An Effectuation Approach | Israel Drori, College of Management, Israel; Benson Honig, Wilfrid Laurier U.; Zachary Sheaffer, Open U., Israel
- → How do Organizations Behave in a Radically Restructured Organizational Field? | Karan Sonpar, U. of Alberta

512: (ODC) Division Theme Session: How can We Make ODC More Useful? Learning, Participation, and Humanism

8:30am - 10:20am Hilton Atlanta: Jackson

Program Chair: Michael R Manning, New Mexico State U Presenters: William H. Starbuck, U. of Oregon: Chris Argyris. Harvard U, Monitor PLC

513 : *(OM)* Operations Management Division Welcome Breakfast

8:30am - 9:00am Atlanta Marriott Marquis: Rio Grande & MacKenzie Sponsored by the College of Business Administration, The U. of Texas - Pan American

514 **■**: (OMT) OMT Welcome Breakfast and Distinguished Scholar

8:30am - 10:20am Atlanta Marriott Marquis: International 3

Program Chair: Kimberly D Elsbach, U. of California, Davis
Corporations, Democracy and the Public Good | Stephen
Barley, Stanford U

515: (Paper Session) - (OMT) Understanding the Legitimacy of Institutions

8:30am - 10:20am Atlanta Marriott Marquis: International 4

Chair: Ignasi Marti, IESE, U. of Navarra

Social Movements, Rhetoric, and the Building of Institutions | **Yuan Li**, U. of Southern California

₱Steps Towards a Theory of Institutional Stability and Change as Dialectically Related Opposites | Jaco Lok, Cambridge U.

Institutional Entrepreneurship In and Around Institutional | **Johanna Mair**, IESE, U. of Navarra; **Ignasi Marti**, IESE, U. of Navarra

■Decoupling as Smoke and Mirrors? The Diverse Practices & Conflicting Logics Underlying EMS Adoptions | Vilmos F. Misangyi, U. of Delaware; Jennifer Gregan-Paxton, Delaware State U.; Yasemin Y Kor, U. of Delaware

516 : (Paper Session) - (OMT) Status and Competitiveness in Networks

8:30am - 10:20am Atlanta Marriott Marquis: International A

Chair: Peder Inge Furseth, Norwegian School of Management Primary Status, Complementary Status, and Capital Acquisition in the U.S. Venture Capital Industry | Matthew S. Bothner, U. of Chicago; Young-Kyu Kim, U. of Chicago; Wonjae Lee, U. of Chicago

Pathow Friendships among Competitors Influence the Degree of Price Competition and Actual Prices | Peder Inge Furseth, Norwegian School of Management

Pulntegrating Population Ecology and Network Theory: The U.S. Motion Picture Industry, 1912-1970 | Simone Ferriani, U. of Bologna; Gino Cattani, New York U.; Giacomo Negro, Bocconi University / SDA Bocconi; Fabrizio Perretti, Bocconi University / SDA Bocconi

8:30am - 10:20am Atlanta Marriott Marguis: International B

Chair: Bilian Ni Sullivan, Hong Kong U. of Science and Technology

■ Learning Capability and Firm Networks in Formation of Strategic Alliances for Start-up Companies | Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Yi Tang, Hong Kong Univ. of Science & Technology; Pamela R Haunschild, U. of Texas, Austin

- A Multidimensional View of Knowledge Transfer: The Facilitative Role of Social Networks | **Bindu Arya**, U. of Texas, Dallas; **Zhiang (John) Lin**, U. of Texas, Dallas

Learning in Complex Networks: The Interaction between Learning Rates and Network Structure | Christina Fang, New York U.; Jeho Lee, KAIST Graduate School of Management; Melissa Schilling, New York U.

518: (Paper Session) - (OMT) Discussions of Status within and between Organizations

8:30am - 10:20am Atlanta Marriott Marquis: International C

Chair: Rodolphe Durand, HEC Paris

An Integrative View of Why Film Directors Become Their Own Producers | Rodolphe Durand, HEC Paris; Allegre Hadida, U. of Cambridge

How Difficult Is It to Repair Damages to Reputation? |

Mooweon Rhee, U. of Hawaii; Michael Valdez, U. of Hawai`i

PaFor Better or Worse? Mergers and Status Outcomes in the
Investment Banking Industry | Amanda Cowen, Harvard U.

PaFrom Chaos to Order: The Emergence of the Status
Structure and its Organizational Consequences | Zhi
Huang, Boston College

519 JS: (OMT, BPS, ENT) Governance in Family firms: What We Know and What We Have Yet to Learn

8:30am - 10:20am Atlanta Marriott Marquis: International 2

What Affiliate Directors Bring to Family firms: A Resource Dependence Perspective | Carla D. Jones, Arizona State U.

Benevolence Based Trust and Family Altruism Among Upper Echelons of Family-Owned Firms: Implications | Cristina Cruz, Instituto de Empresa

International Diversification Decisions in Family-Controlled Public Corporations | **Marianna Makri**, U. of Miami

Institutional Environmental and Family Firm Governance:
Implications for Entrepreneurship | Shaker A. Zahra, U. of
Minnesota

Family, Enterprise, and Entrepreneurship: Unpacking the Connections | William S Schulze, U. of Utah Participants: Manuel Becerra, Instituto de Empresa; Martin

Larraza-Kintana, U. Pública de Navarra

520 : (Paper Session) - (ONE) Strategy and the Natural Environment

8:30am - 10:20am Hilton Atlanta: Madison

Facilitator: Sanjay Sharma, Wilfrid Laurier U.

Discussant: Tim Hargrave, U. of Minnesota

→ Governing Sustainable Tourist Destinations: Good Government or Good Business? | Robert Waldersee, QUT;

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

- Boaz Bernstein, QUT; Madeleine McKechnie, U. of Queensland/Queensland U. of Technology
- Corporate Response to Climate Change amidst Uncertainty: Institutional and Resource Perspectives I Nardia Haigh, U. of Queensland; Andrew Griffiths, U. of Queensland
- Path to Sustainability of Spanish Utilities: a Study of Sustainable Initiatives and Capabilities | Serge Poisson De Haro, IESE Business School

Commitment in the Public and Nonprofit Sector

8:30am - 10:20am Hilton Atlanta: Douglas

Chair: Hal G Rainey. University of Georgia

Discussant: Anthony T Milanowski, U. of Wisconsin, Madison

- ■Job Strain and Intention to Quit in the Disability Employment Sector | John Hunter McWilliams, Deakin U.; Andrew James Noblet, Deakin U.; Joseph Graffam, Deakin U.
- ■The Ties that Bind: Social Networks, Value-Based Commitment and Turnover Intention | Donald P. Movnihan. U. of Wisconsin, Madison; Sanjay K Pandey, U. of Kansas
- ■Mission Valence: Developing and Testing a New Scale | Jacquelyn Wright Palmer, U. of Cincinnati
- An Analysis of the Factors Affecting Organizational Commitment among European University Employees | Sanne G.A. Smeenk, Radboud U. Nijmegen; Rob N. Eisinga, Radboud U. Nijmegen; Hans Doorewaard, Radboud U. Nijmegen; Christine Teelken, Radboud U. Nijmegen
- Political Environment and Administrative Reform: How do they Affect Employee Commitment? | Kaifeng Yang, Florida State U.; Sanjay K Pandey, U. of Kansas

522 JS: (RM, OB) Self-report Measurement Issues in Micro Organizational Research

8:30am - 10:20am Atlanta Marriott Marquis: Rhine & Savoy Chair: **Donald H. Kluemper**, Oklahoma State U. Discussant: Chester A Schriesheim, U. of Miami Participants: Edward L Levine, U. of South Florida; Liugin Yang, U. of South Florida; Xian Xu, U. of South Florida; Mark N. Bing, U. of Mississippi; H. Kristl Davison, U. of Mississippi; Scott Taylor, Case Western Reserve U.; Jeffrey L. Herman, George Mason U.; Louis C. Buffardi, George Mason U.; Lois Tetrick, George Mason U.; Timothy DeGroot, Oklahoma State U. Author: Gabriel Lopez Rivas, U. of South Florida

523: (Paper Session) - (SIM) Welcome Session for Existing and New SIM Members, SIM Division 2006 Award **Nominees**

8:30am - 10:20am Hilton Atlanta: Crystal Ballroom A & F Division Chair: Kathleen Rehbein. Marquette U. Division Chair-Elect.: Duane Windsor, Rice U.

524: (Paper Session) - (TIM) Open Systems 8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Riviera Chair: Shu Han, Rensselaer Polytechnic Institute Discussant: Sonali K. Shah, U. of Illinois, Urbana-Champaign Architectural Control and Value Migration in Platform Industries | Jason Woodard, Singapore Management U.

The Penguin has Entered the Building: The Commercialization of Open Source Software Products I

- Andrea Fosfuri, U. of Carlos III de Madrid; Marco Giarratana, U Carlos III de Madrid; Alessandra Luzzi, Sant'Anna School of Advanced Studies
- ₱Selective Revealing in Open Innovation Processes: The Case of Embedded Linux | Joachim Henkel, Technical U. of Munich
- ₱The Practice of Knowledge Reuse in Open Source Software: "Shifting the Creative Effort" | Georg von Krogh, ETH Zurich; Stefan Haefliger, ETH Zurich; Sebastian Spaeth, ETH Zurich
- Beyond Communitarian Cause: Resource Competition and Performance Variations in Open Source Movement I Dongyoub Shin, Yonsei U.; Sangmook Yi, Yonsei U.

525 **②**: (TIM) Electronic Performance Monitoring: **Effectiveness and Fairness**

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Shangri-La Chair: John R. Aiello, Rutgers U.

Discussant: Maureen L Ambrose, U. of Central Florida Presenters: Robert Moorman, Creighton U.: Deborah Wells. Creighton U.; G. Stoney Alder, U. of Nevada, Las Vegas; Terry W Noel, California State U., Chico; David Zweig, U. of Toronto; Jeffrey Stanton, Syracuse U.

526: (Paper Session) - (TIM) Innovation, Globalization and **Regional Factors**

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - South Hampton Chair: Branco Leonidov Ponomariov, Georgia Institute of Technology

Discussant: Jasjit Singh, INSEAD

- → Regional Economic Integration and R&D Investment | Alvaro Cuervo-Cazurra, U. of South Carolina: C. Annique Un. U. of South Carolina
- → The Influence of "The China Option" on Subsidiary Technology Sourcing Strategy | Brent B Allred, College of William and Mary; K. Scott Swan, College of William and Mary
- → Innovation in Multinational Subsidiaries | Anupama Phene. U. of Utah; Paul Almeida, Georgetown U.
- Organisational and Sectoral Dynamics of Innovation in Chinese Large Firms | Suk Bong Choi, Birkbeck College, U.
- the Semiconductor Industry | Juan Alcacer, New York U.; Minyuan Zhao, U. of Minnesota

527 ③: (Paper Session) - (TIM) Managing Knowledge within **Firms**

8:30am - 10:20am Atlanta Marriott Marguis: Marguis Salon IV - TIM 1 Presented on Panels 14-19

- A Knowledge-based Perspective on the Organizational Innovation Process I R Mitch Casselman. U. of Melbourne: Eric Quintane, U. of Melbourne; B. Sebastian Reiche, U. of Melbourne
- ⊕ → Build Up Innovation Capabilities Efficiently | I Han. National Taiwan U.; Cheng-Min Chuang, National Taiwan U.
- Hidden Deceptions of Knowledge Management Systems: Search, Rigidity, & Declining Radical Innovation | Michael J. Mannor, Michigan State U.
- Repositories: Dual Role of Inducement and Opportunity

- Factors | Annapoornima M Subramanian, National U. of Singapore; Pek-hooi Soh, National U. of Singapore
- Transferring 'Codified' Organizational Knowledge | Gustavo Guzman, Griffith U.
- Learning in Product Innovation: In Search of the Balance between Exploitation and Exploration | Charlotte Rongrong Ren, Purdue U., West Lafayette

528 ■SHCS: (*TIM, OMT, BPS*) Exploring the Institutional and Organizational Foundations of Cumulative Innovation

8:30am - 10:20am Atlanta Marriott Marquis: Marquis - Salon III

Please contact Symposium Chairs if you would like to receive

Please contact Symposium Chairs it you would like to receive advanced materials for the symposium in order to facilitate your participation.

Chair: Fiona Murray, Massachusetts Institute of Technology Coordinators: Jeffrey Furman, Boston U.; Siobhan O'Mahony, Harvard U.

Participants: Scott Stern, Northwestern U.; Lee Fleming, Harvard U.; Tom Nicholas, Harvard U.

Monday 9:00AM

529: (AAA) Conference Exhibits

9:00am - 5:00pm Hyatt Regency Atlanta: Grand Hall

Organizer: George T Solomon, George Washington U.

530: (AAA) Membership

9:00am - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Member 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.

531: (AAA) Conference Registration

9:00am - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Reg. Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

532: (Paper Session) - (BPS) Dynamic Capabilities: A Levelheaded View (Multi-Level Capabilities)

9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Bonn

Chair: Ravikant Avva, Columbia U.

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

When Exploration Backfires: Unintended Consequences of Multi-level Organizational Search | Nicolaj Siggelkow, Wharton School; Jan W. Rivkin, Harvard U.

- A Dynamic Capability Model for Radical Innovation | Lois S. Peters, Rensselaer Polytechnic Institute; Gina Colarelli O'Connor, Rensselaer Polytechnic Institute
- ъThe Role of Individual, Firm, and Network-Level Effects in Building Capabilities | Frank T. Rothaermel, Georgia Institute of Technology; Drew Hess, Georgia Institute of Technology

533 **②**: (Paper Session) - (BPS) Diversification/M&A: Mixing the Melting Pot (Post Acquisition Success Factors)

9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - London

Chair: **Thomas Joseph**, Indian Institute of management Bangalore Discussant: **Kathryn Rudie Harrigan**, Columbia.Business School

→ Merger and Acquisition Performance: Nationality and the Role of Acquirer HR Practices | Yaakov Weber, College of

Management, Israel; **Dalia Rachman-Moore**, College of Management, Israel

Explaining Value Creation in Postacquisition
Integration:Cultural Change,New Culture and Domination |
Riikka Sarala, Swedish School of Economics and Business
Administration; Eero Vaara, Swedish School of Economics and
Business Administration

Board Composition and Leadership Structures in the Post-Restructuring Period | Luke H. Cashen, Nicholls State U

534 □ • → •: (MED) MED Keynote Address: Multiple Influences in Mentoring

9:00am - 10:20am Hyatt Regency Atlanta: Spring

Hosts: **Steven Armstrong**, U. of Hull; **J B Arbaugh**, U. of Wisconsin, Oshkosh

Program Chair: Laurie Milton, U. of Calgary/U. of Western Ontario Multiple Influences in Mentoring | Keith Murnighan, Northwestern U.

535: (Paper Session) - (OM) Revisiting Issues in Performance Management

9:00am - 10:20am Atlanta Marriott Marquis: Cluster 4 - Yukon *Chair:* **Thomas F. Gattiker**, Boise State U.

→ Shedding Light on Causation between ISO 9000 and Improved Business Performance | Gavin P. M. Dick, U. of Kent, Canterbury; Iñaki Heras, Basque U.; Martí Casadesús, U. of Girona

- ■Committed or Compliant? Supplier Responses to Customer's Environmental Performance Requirements | Dayna Simpson, U. of Melbourne
- ©TQEM & the Paradox of Environmental Performance | Steven Alexander Melnyk, Michigan State U.; Robert Sroufe, Boston College; Douglas M. Stewart, U. of New Mexico
- Impact of Performance Management Reviews: Evidence from an Energy Supplier | Veronica Martinez, Cranfield U.; Mike Kennerley, Cranfield U.

536 **□**: (OM) Operations Management Capabilities: The Cornerstones of Dynamic Capabilities

9:00am - 10:20am Atlanta Marriott Marquis: Rio Grande & MacKenzie Organizers: E. James Flynn, Indiana U.; Kimberly A. Bates, Trent U.

Presenters: E. James Flynn, Indiana U.; Kimberly A. Bates, Trent U.; Michiya Morita, Gakushuin U.; Barbara B. Flynn, Indiana U.; Yoshiki Matsui, Yokohama National U.; Mikko Ketokivi, Helsinki U. of Technology; Kathryn Lee Blackmon, Oxford U.

537 ♥→ ♠: (Paper Session) - (PNP) Issues in Nonprofit Governance

9:00am - 10:20am Hilton Atlanta: Monroe

Chair: Judith L. Millesen, Ohio U.

Accountability Online: The Web as an Accountability-Building Tool for Nonprofit Organizations | **Chao Guo**, Arizona State U.; **Gregory D. Saxton**, State U. of New York, Brockport

Substitution Effects of Formal and Informal Corporate Governance Mechanisms in the Nonprofit Sector | Geoff Kistruck, Ivey School of Business ■ Board Member Selection in the Nonprofit, Government, and Business Sectors | Mary Tschirhart, Syracuse U.; Alison Anker, Syracuse U.

Nonprofit versus Corporate Governance: An Economic Approach | Gerhard Speckbacher, Vienna U. of Economics and Business Administration

538: (Paper Session) - (RM) Thinking, Writing and the Training of Qualitative Researchers

9:00am - 10:20am Atlanta Marriott Marquis: Chablis & Picard Chair: Mary Fambrough, Alliant International U.

Discussants: Mark Hillon, U. of Central Oklahoma; Geraldine A.

Kisiel, Central Michigan U.

Management Writing and Repetition: Affirming the Heteroglossia of Language | Alexander Styhre, Chalmers U. of Technology

- Cognition in Investigation: The Metaphor of Detectives' Thinking Styles and the Research Process | Stephane A. Tywoniak, Queensland U. of Technology; Geoff Dean, Queensland U. of Technology
- ■Dilemmas and Tensions in Training the Qualitative Management Researcher | Catherine Cassell, Manchester Business School; Vicky Bishop, Manchester Business School; Gillian Symon, Birkbeck College, U. of London: Anna Buehring. Manchester Metro Business School: Phil Johnson. Sheffield U.

539: (Paper Session) - (TIM) Strategy, Technology and Innovation I

9:00am - 10:20am Atlanta Marriott Marguis: Cluster 5 - Monte Carlo

Chair: Raymond M. Henry, Clemson U.

Discussant: Steve J. Kahl, Massachusetts Institute of Technology Structural and Managerial Determinants of Innovation I Clyde Hull, Rochester Institute of Technology; Jeff Covin, Indiana U.

Platform Owner Entry and Innovation in Complementary Markets: Evidence from Intel | Annabelle Gawer, Imperial College London; Rebecca Henderson, Massachusetts Institute of Technology

Polnnovation and Entry into New Markets: Evidence from the Cardiovascular Medical Device Industry | Gregory Kruse, U. of Pennsylvania; Brian Wu, U. of Pennsylvania

TIM Division Best Student Paper Award Finalist **Stephan Schrader Best Paper Award Finalist**

Monday 10:15AM

540: (AAA) Conference Break

10:15am - 10:45am Hyatt Regency Atlanta: Grand Hall - Break Area Sponsored by: Business Week and Beta Gamma Sigma: Partners in Educational Success

Organizer: George T Solomon, George Washington U.

Monday 10:30AM

541: (OB) International Lounge

10:30am - 12:00pm Hyatt Regency Atlanta: Chicago A A space for international members to make connections with Division members. International and non-international members. join us for a coffee.

Facilitators: Neal M. Ashkanasy, U. of Queensland; Donald L. Ferrin, Singapore Management U.; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Daniel Skarlicki, U. of British Columbia

Monday 10:40AM

542: (AAA) Meet the Academy's Editors

10:40am - 12:00pm Atlanta Marriott Marquis: Champagne

Organizers: Sara L Rynes, U. of Iowa; Peter Cappelli, U. of Pennsylvania; James R Bailey, George Washington U.; Martin J Kilduff, Pennsylvania State U.

543 **←**: (AAS) Hurricane Katrina and the Public Concern:Organizational Precursors, Responses, and **Lessons Learned**

10:40am - 12:00pm Atlanta Marriott Marguis: International 6 This is a forum for discussion on factors contributing to the Katrina calamity by addressing org. decisions & human responses Organizer: Laquita C Blockson, College of Charleston Presenters: Jeffrey A. Robinson, New York U.; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Quintus Jett, Dartmouth College

544 **•** (AAS) Organizational Justice and Public Concern

10:40am - 12:00pm Atlanta Marriott Marquis: International 7 Organizer: Jerald Greenberg, Ohio State U. Discussant: Robert Bies, Georgetown U.

Is it Possible to Create an Affirmative Action Plan that Everyone Considers Fair? | David A. Kravitz, George Mason

Perceptions of Litigious Organizational Climate: A Multiple-Needs Perspective | Barry M Goldman, U. of Arizona; Mark J. Schmit. Applied Psychological Techniques, Inc.: Jerel Slaughter, U. of Arizona; Jack W Wiley, Gantz Wiley Research; Scott M. Brooks, Gantz Wiley Research

Ethics, Values and Organizational Justice: Individuals. Organizations and Beyond | Marshall Schminke, U. of Central Florida; Anke Arnaud, U. of Central Florida

Caution: Organizational Injustice May Be Hazardous To Your Health | Jerald Greenberg, Ohio State U.

545 € (AAS) Analytic Collaboration in the Medical, Financial, and Intelligence Communities

10:40am - 12:00pm Hilton Atlanta: Grand Ballroom C

Presented is an orienting framework for analytic collaboration based on field interviews done in the Medical, Financial, & Intelligence Communities.

Chairs: J Richard Hackman, Harvard U; Anita Williams Woolley, Harvard U.

Presenters: Michael Clement, U. of Texas, Austin; Jonathan D Clemente, Carolinas Medical Center, Charlotte Participant: Rob Johnston, Central Intelligence Agency

546 **○**: (AAS) Strategic Renewal: Firm Capabilities, Decision Making and Mechanisms for Enabling Innovation

10:40am - 12:00pm Hilton Atlanta: Grand Ballroom D

Chair: Rajshree Agarwal, U. of Illinois, Urbana-Champaign Renewing Firms Capabilities through Internal Development and External Sourcing: Resource and Institutional

- Considerations | Laurence Capron, INSEAD; William G Mitchell. Duke U.
- Flexibility and Change: Growing through Shifting Technology Standards in the U.S. Cellular Industry | Pao-Lien Chen, U. Illinois; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Charles Williams, Duke University
- Exploring and Exploiting: Top Management Teams and Decision Processes | Wendy K. Smith, Harvard Business School
- Linking Mechanisms: Organizational Capabilities for Surviving Technological Change | Alva Taylor, Dartmouth College; Constance E Helfat, Dartmouth College

547: (Paper Session) - (BPS) Industry Dynamics: Cooperation, Competition and Dynamic Capabilities

10:40am - 12:00pm Atlanta Marriott Marguis: Cluster 3 - Bonn

Chair: Yu Zhang, INSEAD

Facilitator: Walter J Ferrier, U. of Kentucky

- Switching Inertia and Competitive Asymmetry: A demand Side Perspective | Anoop Madhok, Schulich School of Business; Gerhard R, Plaschka, DePaul U.; Rohit Verma, U. of Utah and Cornell U.
- Toward Universal Definition of the Construct of Competitive Action in Competitive Dynamics Research | Goce Andrevski, University of Kentucky; Jody Michael Damron, U. of Kentucky
- Turbulent Environments, Firms, and Competition-Cooperation Paradox: Insights from Hegel's Dialectic | Dev K. Dutta, U. of Western Ontario
- → Competitive Nature of Global Transportation: A Dynamic Capabilities Perspective | Mary Krome Hamilton, U. of Rhode Island

548 (BPS) Strategic Dynamics and Firm Heterogeneity: Building New Theory

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Cabinet Organizer: Michael G Jacobides, London Business School Discussants: Ron Adner, INSEAD; Jay B Barney, Ohio State U. The Timing of Resource Development and Sustainable Competitive Advantage | Goncalo Pacheco-de-Almeida, Stern/NYU; Peter Zemsky, INSEAD

- "Footprint Competition": Designing and Exploiting an Architecture for Competitive Advantage | Carliss Baldwin, Harvard Business School; Kim B Clark, Bringham Young University, Idaho
- How Profits, Production and Resource Prices Evolve: The Dynamics of a Schumpeterian Wave | Michael G Jacobides. London Business School; Sidney G. Winter, U. of Pennsylvania

549 ©: (Paper Session) - (BPS) Diversification/M&A: Making Sausage in the Boardroom (Corporate Strategy Process)

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - London

Chair: Chris Robertson, Northeastern U.

Facilitator: Trevor Buck, Loughborough U.

◆Investigating Deficits in the Strategy Process of Multinational Companies | Dirk Ulrich Gilbert, U. of Erlangen, Nuremberg; Michael Behnam, Suffolk U.; Ingo Schedel, U. of Erlangen, Nuremberg

- Extending the Chain of M&A Relationships: Goals, Integration Processes & Performance Outcomes | Margaret Cording, Rice U.: David R. King. U.S. Air Force: Petra Christmann. Rutgers U.
- □ → Incidence and Outcome of Portfolio Restructuring: Effects of Corporate Governance and Environment | Zhonghua Wu, National U. of Singapore
- Strategic Failure: An Exploration Of The Concept I Andrew Inkpen, Thunderbird, American Graduate School of International Mgmt.; William P Wan, Thunderbird, The Garvin School of International Management

550: (Paper Session) - (BPS) Competitive Advantage: Toward a General Theory of Strategy (Integrating Across Paradigms)

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - State Chair: Azi Gera, U. of Marvland, College Park Discussant: Jerker C. Denrell, Stanford U

- Firm Capability, Corporate Governance, and Firm Competitive Behavior: A Multi-Theoretic Framework | Jinyu He, Hong Kong Univ. of Science & Technology; Joseph Mahoney, U. of Illinois, Urbana-Champaign
- Parthe Connection Between Strategic Management and Adjacent Academic Fields: A Boundary-Spanner View I Rajiv Nag, U. of Arkansas; Donald C. Hambrick, Pennsylvania State U.: Ming-Jer Chen. U. of Virginia
- PaThe Four Theories of Profit Under Competition and Their Interactions | Richard Makadok, Emory U.

551: (Paper Session) - (BPS) Strategy Process: A Level-Headed View (Multilevel Approaches)

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Pamela S Barr, Georgia State U.

Facilitator: Mason A Carpenter, U. of Wisconsin, Madison

Worlds Apart? Patterns Of Co-Evolution In Interpersonal And Interorganizational Networks | Martsin Panagiotis

Papadatos, Cambridge U; Mark de Rond, Cambridge U. Conceptualizing Strategizing: Actors and Arenas in Everyday

Strategic Work of Family Firms I Mattias Nordqvist. Jönköping Int'l Business School; Leif Melin, Jönköping University

Bridging Individuals and Organizations: A Social Capital Perspective | Yi Tang, Hong Kong Univ. of Science & Technology; Rajiv Krishnan Kozhikode, Hong Kong Univ. of Science & Technology

PaThe Reputation of the Leader and that of the Organization: Evidence from the Business of Politics | Gary Davies, U. of Manchester; Takir Mian, U. of Manchester

552 : (Paper Session) - (BPS) Industry Dynamics: Strategic **Deck Chair Arrangement (Responses to Decline)**

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Zurich Chair: Mathew Hayward, University of Colorado, Boulder

Facilitator: Vincent L Barker, U. of Kansas

Batten Down the Hatches or Trim the Sails: The Role of Financial Slack during Economic Recession | Scott Latham, Bentley College; Michael Reto Braun, U. of Massachusetts, **Amherst**

- ₱The Impact of Downsizing on Innovation Output | Kamel Mellahi, U. of Nottingham: Adrian John Wilkinson. Loughborough U.
- Understanding Competitive and Contagion Effects of Layoff Announcements | Sheila Goins, University of Iowa; Thomas Gruca. University of Iowa
- → Subsidiary Divestiture | Yue Maggie Zhou, U. of Michigan; Jan Svejnar, U. of Michigan

553 ■: (Paper Session) - (BPS) Innovation and Networks: Knowledge Flows, Drains and Leaks in Alliances

10:40am - 12:00pm Atlanta Marriott Marquis: International 10

Chair: Jeffrey Furman, Boston U.

Facilitator: Jeff Macher. Georgetown U.

Inter-Organizational Learning and Innovation: Effects of Heterogeneity and Knowledge Investments I Carmen Weigelt, Rice U.; Mitrabarun Sarkar, U. of Central Florida

- ■The Effects of Experience and Complementary Capabilities on Interfirm Collaboration Outcomes | Sahangsoon Kim, U. of Southern California; Jay Kim, U. of Southern California
- R&D Alliances with Competitors: When Do They Pay Off? I Jeffrey H. Dver. Brigham Young U.: Mariko Sakakibara, U. of California, Los Angeles; Benjamin C. Powell, U. of Alabama; Andrew J. Wang, National Institute of Standards and
- the Role of Long Distance Teams | Minyuan Zhao, U. of Minnesota; Mazhar Islam, U of Minnesota

554: (Paper Session) - (BPS) Networks: Finding a Dance Partner (Alliance Partner Selection)

10:40am - 12:00pm Atlanta Marriott Marquis: International 8 Chair: Guillermo Hugo Le Fosse, U. de Buenos Aires Facilitator: Janet E.L. Bercovitz, U. of Illinois, Urban-Champaign When do Networks Matter? A Study of Tie Formation and Decay | Andrew V. Shipilov, INSEAD Strategy & Management Department; Tim Rowley, U. of Toronto; Barak S. Aharonson, U. of Toronto

- Exploration and Exploitation in Strategic Alliance Formations: Antecedents and Consequences | Zhiang (John) **Lin**, U. of Texas, Dallas; **Haibin Yang**, City U. of Hong Kong; Irem Demirkan, University of Texas at Dallas
- Alliance Search Behavior and Firm Performance | Joseph P McGill, Kean U.; Michael D Santoro, Lehigh U.
- → Network Internationalization and Firm Performance | Dovev Lavie, U. of Texas, Austin; Stewart R Miller, U. of Texas, Austin

555: (Paper Session) - (BPS) Governance: On the Board Watch (When Boards Add Value)

10:40am - 12:00pm Atlanta Marriott Marquis: International 9

Chair: Yoon-Suk Baik, Korea Advanced Institute of Science & Technology

Facilitator: Heather Elms, Georgetown U.

■Board Process as the Mediator between Structure and Role Performance in Singapore Listed Companies | David Tai Wai Wan, National U. of Singapore: Chin Huat Ong. National U. of Singapore; Loizos Th. Heracleous, Templeton College, Oxford U.

- ₱Directors' Multiple Role Identities, Identification and Board Monitoring and Resource Provision | Amy Hillman, Arizona State U.; Gavin John Nicholson, Queensland U. of Technology; Christine Shropshire, Arizona State U.
- PaAn Accountability Theory Perspective on Board Decision Monitoring and CEO Experiential Learning | Michael McDonald, U. of Central Florida; Poonam Khanna, U. of Texas,
- The Power of Boards: an Emprical Investigation of Latent Constructs of Board Power | Pingying Wenstop, Norwegian School of Management; **Soren Henrik Wenstop**, Norwegian School of Econ. and Bus. Admin.

556 @: (Paper Session) - (BPS) New Ventures: The Visual **Founder**

10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - BPS 1 Presented on Panels 1-8

- → ® Real Options and Entry Mode Choice | **Keith D**. Brouthers, King's College London; Lance Brouthers, U. of Texas at El Paso; George Nakos, Clayton State U
- Growth Options Value, Abandonment Options Value, and the Determinants of Equity Ownership Position | Shu-Jou Lin, National Taiwan U.; Ji-ren Lee, National Taiwan U.
- Groups from Advanced Emerging Economies | Pengii Wang, National University of Singapore
- → Are Cross-Border Investment Decisions Rational? Ramming Through the Expected Utility Model | David Lanier Major, U. of Maryland, College Park
- A System Dynamics Model of Exploration and Exploitation in Chinese New Ventures | Chunvan Jiang. Nanjing U.; Shige Makino, Chinese University of Hong Kong
- Effect of Initial Scale on Survival: Contrast Between Independent Ventures and Corporate Ventures | Hsien-Jui Chung, National Chung Cheng U.; Chun-Chung Chen, Yuan Ze
- Entrepreneurial Asymmetric Alliances: Large Firm Options and Small Firm Liabilities | Margaret Dalziel, U. of Ottawa
- orientation, and firm performance | Yuan Li, Xian Jiaotong U.; Yan Anthea Zhang, Rice U.; Hai Guo, Xian Jiaotong U.; Yi Liu, Xian Jiaotong U.

557: (Paper Session) - (CAR) Career Management Orientation Related to Leadership, Mobility and Motivation

10:40am - 12:00pm Hyatt Regency Atlanta: Cairo

Chair: Wendy C. Marcinkus, Boston College

Discussant: Peter A. Heslin, Southern Methodist U.

Integrating Intrinsic Motivation with Career Self-Management: A Proposed Model | Narda Quigley, Villanova U.; Walter G Tymon, Villanova U.

Using the Protean Career Orientation to Predict Transformational Leadership: An Empirical Study | Jon P. Briscoe, Northern Illinois U.; Jenny M. Hoobler, U. of Illinois, Chicago; Kevin A. Byle, Northern Illinois U.

To Move or Not to Move? The Relationship between Career Management and Preferred Career Moves. | Ans De Vos, Vlerick Leuven Ghent Management School; **Koen Dewettinck**, Vlerick Leuven Ghent Management School; **Dirk Buyens**, Ghent U.

558 ◎: (Paper Session) - (CAR) Dimensions of Careers: A Visual Tour of Individual and Employer Characteristics Affecting Careers

10:40am - 12:00pm Hyatt Regency Atlanta: International North - CAR Presented on Panels 1-6

- The Roles of Self-Esteem in Work Careers: A Meta-Analysis | Thomas Ng, U. of Georgia; Kelly L Sorensen, U. of Georgia
- Occupational Commitment, Leisure Ethic, Money Ethic, Tenure, and Gender: Recreation Professionals | Peter H. Cunningham, Middle Tennessee State University; Eric D. Frauman, Appalachian State U.; Mark Ivy, Pennsylvania State U; Tara L. Perry, Middle Tennessee State University; Thomas Li-Ping Tang, Middle Tennessee State University
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 → Expatriates' Social Network, Organizational Context, and Repatriation Staffing Outcomes | Yan Shen, Boston U.

 Nominee for The Arnon Reichers Best Student Paper Award
- ₱ The Person and the Situation: Job Seeker Personality in the Choice and Outcomes of Career Coaching | Ingrid Fulmer, Georgia Institute of Technology; Alison E Barber, Michigan State U.; Daniel Scott DeRue, Michigan State U.; Frederick P Morgeson, Michigan State U.

Nominee for The Best Paper Award

- Performance Stereotypes as a Moderator between Social Network Ties and Employment Outcomes | Faye K. Cocchiara, U. of Texas, Arlington
- Employer Differentials on Career Mobility: Is There a Role for High Performance Work Practices? | Rocio Bonet, U. of Pennsylvania

559 CAU: (CAU) Spirituality Across the Discipline: Incorporating Spirituality Research into the Management Domains

10:40am - 12:00pm Hyatt Regency Atlanta: Brussels

Organizers: Sally Sledge, Christopher Newport University; Angela

Miles, North Carolina A&T State U.

560 ©CAU: *(CAU)* Reigning in the Web: Understanding its Shortcomings and Exploring its Recruitment Potential 10:40am - 12:00pm Hyatt Regency Atlanta: Geneva

Organizers: Brian R. Dineen, U. of Kentucky; Daniel E Lockhart, U. of Kentucky

561 : (*Paper Session*) - (*CM*) **Deviance and Incivility** 10:40am - 12:00pm Hyatt Regency Atlanta: Hanover A

Chair: Jana L. Raver, Queen's U.

Discussant: Deanna Geddes, Temple U.

Overlooked but not Untouched: How Incivility Reduces Onlookers In-role and Extra-role Performance | Christine L. Porath, U. of Southern California; Amir Erez, U. of Florida

Problem? What Problem? Issues of Silence and Voice in Managing Workplace Bullying and Harassment | Charlotte Rayner, Portsmouth U; Karen M McIvor, Portsmouth U

An Intergroup Conflict Account of Counterproductive Work Behavior | Janelle Enns, U. of Toronto; Maria Rotundo, U. of Toronto

562: (Paper Session) - (CM) Engendering Trust

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover C

Chair: Daniel J. McAllister, National U. of Singapore

Discussant: Kurt T Dirks, Washington U.

PuA Happy Coincidence:Complementarities Between Incentives and Emotions in Agency Problems | Alexandra A. Mislin, Washington U.

- Pa-Getting Off on the Wrong Foot: Initiation, Breach, & Restoration in the Trust Development Process | Robert B. Lount, Northwestern U.; Chen-Bo Zhong, Northwestern U.; Niro Sivanathan, Northwestern U.; J Keith Murnighan, Northwestern U.
- ₽ Trust in Developing Relationships: From Theory to Measurement | Daniel J. McAllister, National U. of Singapore; Roy J. Lewicki, Ohio State U.; Sankalp Chaturvedi, National U. of Singapore
- **563 ③**: (Paper Session) (CM) **Organizational Conflict** 10:40am 12:00pm Hyatt Regency Atlanta: International North CM 1 Presented on Panels 7-9
- From Diversity to Performance--A Synthetic Analysis of Intra-group Task Conflict | Yu-Chieh Lo, U. of Southern California
- Reconsidering the Consequences for Managers from Using Single and Combined Influence Tactics | David Touve, Vanderbilt U.
- The Legacy of Pioneering as Sensemaking Work: A
 Case of MNC in an Endemic Organizational Conflict | Israel
 Drori, College of Management, Israel; Zachary Sheaffer, Open
 U., Israel: Yaakov Weber, College of Management, Israel
- **564 ③**: (Paper Session) (CM) International Conflict 10:40am 12:00pm Hyatt Regency Atlanta: International North CM 2 Presented on Panels 10-11
- →

 Avoidance as the First Choice of Default Management:

 Challenges in Overseas Korean Organizations | Inju Yang,

 UCD
- Prospect Theory Application to Kashmir Imbroglio: Insights from Alternative Decision Making Models | Ravindra Singh Bangari, Fellow (Indian Institute of Management Bangalore)

565 ♥→ ■SHCS: (CMS, HR) Searching for the 'H' in Human Resource Management

10:40am - 12:00pm Atlanta Marriott Marquis: Marquis - Salon II

Organizers: **Sharon Bolton**, Lancaster U.**; Maeve Houlihan**, U. College Dublin

Chair: Rosemary Batt, Cornell U.

Searching for the H in Human Capital | **Paul Thompson**, Strathclyde U.

Searching for the H in HR Practice: From Thick to Thin Employment Relations Through Outsourcing | Sharon Bolton, Lancaster U.; Maeve Houlihan, U. College Dublin

Searching for the H in Workplace Contexts: High Performing Work Systems and the Factory | Rick Delbridge, Cardiff U.; Sarah Jenkins, Cardiff Business School

566 ○ ¬JS: (CMS, OMT, GDO) Resisting the Frame:

Conversations in Organization and Management Theory

10:40am - 12:00pm Atlanta Marriott Marquis: Tigris & Danube

Enriching OMT by opening ourselves to alterity and passion in our scholarly work

Chair: Karen D Locke. College of William and Marv Discussant: Stephen A. Linstead, U. of York

Presenters: Mary Jo Hatch, U. of Virginia; Heather Hopfl, U. of

Essex; Ann L Cunliffe, U. of New Mexico

567: (Paper Session) - (ENT) Risk Perception and Other Individual Differences

10:40am - 12:00pm Hilton Atlanta: Council/Cabinet Room

Chair: Carla Pavone, U. of Minnesota

- + Understanding the Risk Perception of Entrepreneurial Opportunities: A Tripartite Model | Francisco J. Acedo, U. of Seville; Juan Florin, U. of Connecticut
- → Perception of Risk By Venture Capital and Private Equity Firms | Oksana Koryak, Instituto de Empresa; Jan Smolarski, Stockholm U.
- Stigma and Entrepreneurial Risk Taking | Naga Lakshmi Damaraju, Ohio State U.; Ekin Alakent, U. of Texas, Dallas; Gregory G Dess, U. of Texas, Dallas
- Risk Evaluation in the Decision to Found a New Venture: A Conceptual Model and Theoretical Extension | R. Michael Holmes, Texas A&M U.; R. Duane Ireland, Texas A&M U.; Tim R. Holcomb, Texas A&M U.

568: (Paper Session) - (ENT) Entrepreneurial Exits 10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom C & D

Chair: Dante DiGregorio, U. of New Mexico

- Entrepreneurial Exit and Its Importance to a Study of the Entrepreneurial Process | Dawn R. DeTienne, Utah State U.
- Rumors Of My Mortality Have Been Greatly Exaggerated: Reconsidering The Mortality Hypothesis | Rita Gunther McGrath, Columbia U.
- Entrepreneurial Exit | Karl Wennberg, Stockholm School of Economics; Johan Wiklund, Jonkoping International Business School
- ■Firm Exits as a Determinant of New Entry: Is There Evidence of Local Creative Destruction? | Aviad Pe'er, Dartmouth College; Ilan Vertinsky, UBC

569: (Paper Session) - (ENT) Revisiting Entrepreneurship **Theories**

10:40am - 12:00pm Hilton Atlanta: Embassy Room

Chair: Alice De Koning, Georgia State University

Schumpeter & New Tech. Based Firms: Toward a Framework for How NTBFs Cause Creative Destruction | Aron S. Spencer, New Jersey Institute of Technology; Bruce A Kirchhoff, New Jersey Institute of Technology

₽→ Schumpeter's Plea: Historical Methods in the Study of Entrepreneurship | Daniel Wadhwani, Harvard U.

- → Entrepreneurship and Economic Growth: Revisiting McClelland's Thesis | Sjoerd Beugelsdijk, Nijmegen School of Management; Roger Smeets, Nijmegen School of Management
- A "Kaleidic" View of Entrepreneurship: Grounding Radical Austrian Economics' Master Metaphor I Todd H Chiles. University of Missouri - Columbia; Tal G. Zarankin, University of Missouri - Columbia

570: (Paper Session) - (ENT) Corporate Entrepreneurship

10:40am - 12:00pm Hilton Atlanta: Washington

Chair: Robert P. Garrett, Indiana U.

Corporate Venturing and Value Creation: A Review and Synthesis | Vadake Narayanan, Drexel U.; Yi Yang, Drexel U.

Understanding Intrapreneurship: A Process Model for the Logic of Action used by Intrapreneurs | Sergio Janczak, U. of Western Ontario; Stephane Boiteux, ICN Business School

Directing Entrepreneurship in Corporations | Tom Dalziel, University of Cincinnati

A Contingency Examination of CEO Values: Influence on Corporate ENT and Firm Performance | Yan Ling, George Mason U.; Hao Zhao, Rensselaer Polytechnic Institute

571 ©: (Paper Session) - (GDO) Don't Worry, Be Happy!: Gender and Emotional Intelligence, Expression, and Regulation

10:40am - 12:00pm Hyatt Regency Atlanta: Inman

Chair: Jacqueline N. Hood. U. of New Mexico

Discussant: Carole Gwendolyn Parker, Seton Hill U.

Emotional Expression and the Gender Divide | Charmine E. J. Hartel, Monash U., Clayton; Rebekah Bennett, Queensland U. of Technology; **Shannon Lloyd**, Monash U., Clayton

- Group Differences in Applicant Reactions to an Emotional Intelligence Test | Daniel S. Whitman, Florida International U.; David L. Van Rooy, Florida International U.; Chockalingam Viswesvaran, Florida International U.: Evran Kraus, City of Miami, Employee Relations; Tina M. Burns, Florida International
- Pulled → Aversive Sexism and Emotion Regulation in a Masculine Organization | Alberto Ramirez, Royal Melbourne Institute of Technology; **Julie Wolfram Cox**, Royal Melbourne Institute of Technology
- The Relationship Between Emotional Intelligence, Gender, Attitudes Toward Diversity, and Climate | Mary L. **Connerley.** Virginia Polytechnic Institute: **Felice Williams**. Virginia Polytechnic Institute

572 **©**: (Paper Session) - (GDO) **Dissimilarity**, Distinctiveness, and Diversity: A "3D" View of Social **Identities at Work**

10:40am - 12:00pm Hyatt Regency Atlanta: Kennesaw

Chair: Sandra Spataro, Cornell U./Yale U.

Discussant: Martin B. Kormanik, O.D. Systems, Inc.

Avoiding the Appearance of Favoritism in Evaluating Others: The Impact of Status and Distinctiveness | Denise Lewin Loyd, Massachusetts Institute of Technology

GDO Division Best Paper Based on a Dissertation

₽0→ Work Outcomes and Personality Antecedents of Perceived Deep-Level Dissimilarity I Hui Liao. Rutgers U.: Aichia Chuang, National Taiwan U.; Aparna Joshi, U. of Illinois, Urbana-Champaign

Harlow Distinguished Paper Award Nominee Dorothy Harlow Distinguished Paper Award

- → Team Mental Model Convergence and Accuracy: The Antecedents and Consequences in Diverse Work Teams | Jing Qiu, Peking U.; Zhi-Xue Zhang, Peking U.; Leigh Anne Liu, Georgia State U.
- Family Interference with Work and Work Outcomes: Family Identity Salience as a Buffer | Jessica Bagger, U. of Arizona; Andrew Li, U. of Arizona; Barbara A. Gutek, U. of Arizona

573 ©: (Paper Session) - (GDO) Boundary-Spanning and Boundaries Standing: Leadership, Race, and Demography

10:40am - 12:00pm Hyatt Regency Atlanta: Lenox

Chair: D. Anthony Butterfield, U. of Massachusetts, Amherst Discussant: C. Greer Jordan, Case Western Reserve U.

- Does Manager-Subordinate Demography Influence Performance? | Yuan Jiang. Rutgers U., New Brunswick: Susan E. Jackson, Rutgers U., New Brunswick
- Spanning as a Way of Life in the Heart of America | David A. Cowan, Miami U.
- PaThe White Standard in Leadership Evaluations: Attributional Benefits of a White Corporate Leader | Ashleigh Shelby Rosette, Duke U.; Katherine W. Phillips, Northwestern U.; Geoffrey Leonardelli, U. of Toronto
- Can the Tables be Turned? Linking Asian-American and Leader-Member Exchange (LMX) | Guohong Han, U. of Illinois, Urbana-Champaign

574: (Paper Session) - (HCM) Applying Institutional Theory to Health Care

10:40am - 12:00pm Hilton Atlanta: DeKalb

Chair: Jullet A. Davis, U. of Alabama, Tuscaloosa Discussant: Jane Banaszak-Holl, U. of Michigan, Ann Arbor Institutionalizing New Ways of Working: The Role of Institutional Change Champions | Trish Reay, U. of Alberta; Samia Chreim, U. of Lethbridge; Bernard E Williams, U. of Lethbridge; Karen Golden-Biddle, U. of Alberta; Ann Casebeer, University of Calgary; Amy L Pablo, Univ of Calgary; C.R. Bob Hinings, U. of Alberta

Institutional Pressures and Strategic Responsiveness:The Case for Hospital Diversification | Huabin Luo, Mount Olive College: Richard Shewchuk, U. of Alabama, Birmingham: Jeffrey Burkhardt, U.of Alabama, Birmingham

Institutional Change in Pharmacy | Elizabeth Goodrick, Florida Atlantic U.; Trish Reay, U. of Alberta

State-Level and Organization-Level Effects on Delivery of Maintenance Therapies to Opiate Addicts | Elizabeth Fournier, Duke University

575 QJS: (HCM, HR) The Physician-Patient Relationship: What Do We Know and Where Should We Go?

10:40am - 12:00pm Hilton Atlanta: Gwinnett Organizer: Xin Yao, Wichita State U.

Presenters: Madeline M. Crocitto, SUNY College at Old Westbury; Timothy Hoff, State U. of New York, Albany; Chalmer E. Labig,

Oklahoma State U.; Linda Searle Leach, Kaiser Permanente/ U. of California, Los Angeles; Robert C. Myrtle, U. of Southern California; Eric S Williams, U. of Alabama; Kenneth Zantow, U. of Southern Mississippi Gulf Coast

576: (HR) HR Practices and Proximal Outcomes

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover B

Chair: Rebecca Rheinhardt, Cornell U.

Discussant: Richard Beatty, Rutgers U.

Participants: Patrick Wright, Cornell U.; Christopher Collins, Cornell U.; Matthew Allen, Cornell U.; James P Guthrie, U. of Kansas; Deepak K Datta, U. of Texas, Arlington; Jason D. Shaw, U. of Kentucky; John Haggerty, Cornell U.; Timothy M. Gardner, Brigham Young U.

577: (Paper Session) - (HR) Withdrawal Behaviors:

Antecedents and Consequences

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover F

Chair: J. Bret Becton, Winthrop U.

Discussant: Kevin Carlson, Virginia Tech

When Do Committed Employees Retire? The Effects of Organizational Commitment on Retirement Plans | Andrew Luchak, U. of Alberta; Dionne Pohler, U. of Alberta; lan R Gellatly, U. of Alberta

- Pchallenging Conventional Wisdom about Employee Turnover: Revelations from Corporate America | Peter Hom. Arizona State U.; Loriann Roberson, Arizona State U.; Aimee Dars Ellis, Arizona State U.
- PoSocial Comparison and Absenteeism: Explaining the Impact of Referent Norms on Employee Absenteeism | Peter Bamberger, Technion-Israel Institute of Technology: Michal Biron, Technion-Israel Intitute of Technology
- Average Employee Tenure, Turnover Ratio, and Labor Productivity: Evidence from Japanese Firms | Yoshio Yanadori. University of British Columbia: Takao Kato. Colgate

578 : (Paper Session) - (HR) HR: Individual Issues 10:40am - 12:00pm Hyatt Regency Atlanta: International North - HR Presented on Panels 12-20

- HR Practices and Employee Knowledge Sharing Behavior | Ying Hong, Rutgers U., Livingston; David P Lepak, Rutgers U.
- Skirting the Perils of Independent Contractor Law and the Immigration Control and Reform Act | John A Pearce,
- Predicting Feedback Seeking Behaviors in a Public or Private Context | Robin Cheramie, Kennesaw State U.
- The Effect of Diversity Training on Knowledge Acquisition and Attitudes Toward Diversity | James M. Schmidtke. California State U., Fresno; Raj Singh Badhesha, California State U., Fresno; Scott Moore, California State U., Fresno
- Peer Mentoring and Knowledge Sharing: The Mediating Effects of Trust and Relationship Learning | Yiping Lin. Sourthern Taiwan U. of Technology; Yu-Chuan Tung, Naional Kaohsiung U. of Applied Science
- Make or Buy? Hierarchical and Circulatory Frameworks for Organizational Skill Development | Jim Pemberton, U. of

- Reading; Zella King, U. of Reading; Simon Burke, U. of Reading
- O→ Culture's Role on IJV Top Management Team Heterogeneity and Behavioral Integration I Adrian Gil. U Texas El Paso
- Turnover, Supervisory Support, and Training: Customer Contact Makes All the Difference | Kim Jaussi. State U. of New York, Binghamton; **Joyce Chan**, Sirota Survey Intelligence; Shawn DelDuco, Sirota Survey Intelligence
- The Relationship between Firm Performance, HPWP, & Attitudes: A Theoretical Explication of Causality | Marcus M. Butts. U. of Georgia

579: (Paper Session) - (HR) Performance Evaluation and Management

10:40am - 12:00pm Hyatt Regency Atlanta: Manila Chair: Claretha Banks, University of Arkansas Discussant: Lynda Aiman-Smith, NCSU

- Racial Bias in Customer Evaluations of Job Performance: Taking a "Tip" from Social Psychology | Michael Sturman. Cornell U.; Michael Lynn, Cornell U.
- Effects of Rater Goals on Rating Patterns: Evidence from an Experimental Field Study | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, Chinese University of Hong Kong
- ⊕ → A Cross Case Analysis of Canadian High Technology SMEs' Definition of Performance Management | Ronel Erwee, U. of Southern Queensland; Sherry Lee Price, Okanagan College
- ₱Preference Reversals in Performance Evaluation: A Range Theory Perspective | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Carmen K Ng, The Chinese U. of Hong Kong; Jessica Y. Y. Kwong, Chinese University of Hong Kong

580: (Paper Session) - (HR) Structured Interviews

10:40am - 12:00pm Hyatt Regency Atlanta: Singapore

Chair: Chad H. Van Iddekinge, Florida State U.

Discussant: Kelly Delaney-Klinger, Pennsylvania State U.

- The Underlying Structure of Impression Management Behaviors in a Structured Selection Interview | Chad H. Van Iddekinge, Florida State U.: Lvnn A. McFarland, Clemson U.: Patrick H Raymark, Clemson U.
- The Effect of Structure and Interpersonal Warmth on Applicant Reactions to Selection Interviews | Robert Everett Knee, Virginia Tech; Eugene Kutcher, Virginia Tech; Zachary **Ullom**, Virginia Tech
- Predicting Commitment: Exchange Ideology, Structured Interview and Perceived Organizational Support | Asya Pazy, Tel Aviv U.; Yoav Ganzach, Tel Aviv U.
- Does Being Overqualified Affect Chances of Obtaining an Employment Interview? | Mukta Kulkarni, U. of Texas, San Antonio; Mark L. Lengnick-Hall, U. of Texas, San Antonio; Patricia G Martinez, Loyola Marymount U.

581 → •: (Paper Session) - (IM) Non-Market Environment and Non-Market Organizations

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam Chair: Jonathan Murphy, Cardiff Business School

Discussant: Gerald A. McDermott, Wharton, U. of Penn

- → Cross-Border Non-Market Environments; Implications for IB Theory | Rafael Lucea, Massachusetts Institute of Technology
- → MNE-NGO Alliances in Developing Countries | Carlos Rufin, Babson College; Miguel Rivera-Santos, Babson College
- → Extending the Bargaining Power Model: Explaining Governance Outcomes Among Nations, MNEs, and NGOs James F Nebus, U of North Carolina - Charlotte; Carlos Rufin, Babson College

582 →: (Paper Session) - (IM) Organizational Learning Through Failure, IJVs and Agglomeration

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen

Chair: Johanne Brunet. HEC Montreal

Discussant: Protiti Dastidar, George Washington U.

- → Agglomeration, Firm Heterogeneity and Organizational Learning | Jaeyong Song, Seoul National U.; Jingoo Kang, U. of Pennsylvania
- ₽→ Failure Induced Learning, Causal Ambiguity, and Foreign Market Entry | Jing Yu Yang, Hong Kong U. of Science and Technology; Jiatao Li, Hong Kong U. of Science and Technology; Andrew Delios, National U. of Singapore
- ■The Impacts of Social Capital on Learning Effectiveness in International Joint Venture | Ya-Jung Wu, Kao Yuan U.; Yen Tai Wang, National Cheng Kung U.

583 →: (Paper Session) - (IM) Managing in China

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Madrid

Chair: Lu Jiang, Tsinghua U.

Discussant: Katherine Xin, CEIBS

- → Dialectics of Preference and Constraints in The Ownership Decision of Foreign Firms in China | Xueyuan Zhang, RSM Erasmus Univ.; Patrick Reinmoeller, Erasmus U.
- → Retaining Chinese Middle Managers: The Motivational Potential of Employee-Organization Relationship | Anne S. Tsui, Arizona State U.; Yan Zhang, Peking U.; Atira Cherise Charles, Arizona State U.; Chaoping Li, Renmin U.; Liangding Jia. Naniing U.
- → Management Localization and Performance of MNCs in China: A Contingent Resource-Based View | Shengsheng Huang, Nanjing U.; Geng Cui, Lingnan University, Hong Kong
- → A Quasi-Experimental Field Study of Chinese HCNs' Willingness to Help Expatriates | Arup Varma, Lovola U., Chicago; Pawan S. Budhwar, Aston U.; Soumendu Biswas, Indian Institute of Technology; Soo Min Toh, U. of Toronto

584 →: (Paper Session) - (IM) Factors Influencing Expatriate **Assignment Success**

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Stockholm

Chair: Maria Kraimer, U. of Melbourne

Discussant: Paula M Caligiuri, Rutgers U.

- ₽→Acculturation Strategies and Integrative Complexity as Predictors of Overseas Success | Carmit T. Tadmor, U. of California, Berkeley
- → The Effects of Individual Differences on Expatriate Assignment Effectiveness | Kwanghyun Kim, Texas A&M U.

- → Expatriate Assignments and Intra-Organizational Career Success | Mark C Bolino, U. of Oklahoma
- → Psychological Adjustment and Sociocultural Adaptation:
 Coping on International Assignments | Roger Blakeney, U. of Houston

585 →: (Paper Session) - (IM) Antecedents and Determinants of MNC Location Choice

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Trinidad Chair: Li Zhou, China Fujian

Discussant: Shih-Fen S. Chen, University of Western Ontario

- → The Cultural and Institutional Determinants of Location Choice | Xavier Martin, Tilburg U.; Robert Salomon, University of Southern California; Zheying Wu, University of Southern California
- → Keep Your Friends Close and Your Enemies Closer: Strategic Groups and FDI Location Choice | Naomi A Gardberg, Baruch College, CUNY; Ramdas Chandra, Long Island U.; William Newburry, Rutgers U.
- Po→Domestic Experience and International Investment Strategy | Guy Holburn, U. of Western Ontario; Bennet Zelner, Duke U.

Doug Nigh Award Finalist IM Best Paper Finalist

→ Legitimation in Density Dependence Model: The Moderating Role of Firm and Location Heterogeneity | Nan Zhou, National U. of Singapore

586 → ③: (Paper Session) - (IM) Cross Cultural Management: Global and Local Work Practices

10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - IM 1 Presented on Panels 9-14

- How Do Cultural Types Affect Work Attitudes? The Mediating Role of Perceived Organizational Support | Sharon Foley, The Chinese U of HK; Hang-yue Ngo, The Chinese U of HK; Raymond Loi, The Chinese U of HK
- Cohort and Life Course Effects on Norms Towards Work, Among the Israeli Society. | Moshe Sharabi, Emek Yezreel College; Itzhak Harpaz, Haifa U.

- The Convergence Theory: Evidence from Hofstede and GLOBE Studies | Vijayan P. Munusamy, U. of Hawai'i, Manoa; Michael Valdez, U. of Hawai'i; Kevin Lo, U. of Hawai'i, Manoa; Amanda E.K. Budde, University of Hawaii--Manoa; Cristina Duffy, U. of Hawaii at Manoa; Robert Doktor, U. of Hawai'i
- → ③ A Social Psychological Account for Absenteeism in Barbados. | Jase Ramsey, U. of South Carolina; Betty Jane Punnett, U of West Indies; Dion Greenidge, U. of the West Indies

587 → ③: (Paper Session) - (IM) Alternative Forms of, and Antecedents to, Internationalization

10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - IM 2 Presented on Panels 21-26

- → The Regional Dimension of UK Multinationals | Alan M Rugman, Indiana U.; George S Yip, London Business School; Alina Kudina, Oxford U.
- The Relationship Between Multinationality and Performance Risk | Nejat Capar, American U. of Sharjah; Ravi Chinta, American U. of Sharjah
- → Soreign Firms' Market Segment Entry The US Automobile Industry, 1986-2003 | Alexander Eapen, University of Sydney
- → ③ Ownership, Strategic Controls and Exporting of Foreign-Invested Firms in Transition Economies | Igor Filatotchev, King's College London; Björn Jindra, Halle Institute for Economic Research; Johannes Stephan, Halle Institute for Economic Research
- Do Strategic Groups Matter in Export Intensity? | Gonzalo Rodríguez, U. Autònoma de Barcelona; Josep Rialp, U. Autònoma de Barcelona; Alex Rialp, U. Autònoma de Barcelona
- International Operations and Exports Performance: an Empirical Study | Ely Laureano Paiva, UNISINOS

588: (Paper Session) - (IP) Knowledge Diffusion in Organization Learning

10:40am - 12:00pm Hyatt Regency Atlanta: Regency V - Table A1 Facilitator: **Thomas Menkhoff**, Singapore Management U.

- MOC: Knowledge Management: a Learning Mix Perspective.
 Bertrand Moingeon, HEC Paris; Alexandre Perrin, U. of Nice Sophia Antipolis
- ■TIM: Emerging Research Fronts in the Sciences: Patterns of New Knowledge Development | Samuel Phineas Upham, U. of Pennsylvania
- + IM: Knowledge Transfer as the Transformation of Context | Ali Yakhlef, Stockholm University School of Business
- → OCIS: The Impact Of Trust On Information and Communication Technology-Related Diffusion | Kallol Kumar Bagchi, U Texas ELP; Peeter Kirs, U Texas ELP
- OCIS: Searching for Answers: Knowledge Sourcing Strategies | Maria Christina Binz-Scharf, City College, CUNY; David Lazer, Harvard U.

589: (Paper Session) - (IP) Burnout and Work/Life Balance
 10:40am - 12:00pm Hyatt Regency Atlanta: Regency V - Table A2
 Facilitator: Tobias Kretschmer, London School of Economics
 OB: What Makes the Job Tough? The Role of Organizational Disrespect on Burnout in the Human Services | Lakshmi Ramarajan, Wharton, U. of Penn

- → **QOB**: Work-Life Balance, Management Practices and Productivity. | **Nick Bloom**, Stanford U; **Tobias Kretschmer**, London School of Economics; **John Van Reenen**, Centre for Economic Performance, LSE
- **QOB**: Being Busy Looking Busy: Why Individuals Engage In Face Time | Linda M. Dunn-Jensen, New York U.

590 : (Paper Session) - (IP) **Financial Incentives as Motivators?**

- 10:40am 12:00pm Hyatt Regency Atlanta: Regency V Table A3 Facilitator: Faten M Moussa, State U. of New York, Plattsburgh
- OB: Psychology, Economics and the Kitchen Sink: The Broadly Integrated Model of Motivation | Paul Douglas Johnson, Oklahoma State U.
- HR: The Asymmetric Effects of Employee Stock Incentives on Organizational Performance | Nienchi Liu, National Central U.; Mei-Ling Wang, Aletheia University
- Their Vested Stocks While They Can Sell Them? | Nienchi Liu, National Central U.; Ann Lin, National Central U.; Chun-Hung Lin, National Central U.
- **©OB**: Why Does Money Lead to Dysfunctional Behavior? Monetary Incentives and Demoralization | Faten M Moussa, State U. of New York, Plattsburgh
- ₱₱ → HR: Performance Reward Acceptance in Cross-Border Scenarios | Flora F T Chiang, Chinese University of Hong Kong; Thomas A Birtch, Cambridge U.

591: (Paper Session) - (IP) Organization and Climate Impacts on Innovation

10:40am - 12:00pm Hyatt Regency Atlanta: Regency V - Table A4 Facilitator: Peter T. Gianiodis, Clemson U.

- **Quantity** OCIS: Team Communication and Performance: Creating a Harmonious Relationship | Stephanie R Fishel, Clemson University; Hailey A Herleman, Clemson University; Laura E McClelland, Clemson University
- □ TIM: The Antecedents of Team Innovation: A New Perspective | Justin T H Chua, U. of Queensland; Peter Green. U. of Queensland; Neil Paulsen, U. of Queensland; Yuliani Suseno, Robert Gordon U.
- **MED:** Interdependence And Integration In Student Teams: Do Abstract Assignments Achieve What We Want? | Paul Skilton, Arizona State U. Polytechnic: Otis White, Arizona State U. Polytechnic; David Forsyth, Arizona State U. Polytechnic
- **▼TIM**: Team Creativity, Team Affect and New Product Development Performance in High-Technology Firms | Chia-Yu Tu, National Chung Cheng U.; Kong-Fah Cheng, National Chung Cheng U.
- **©CMS**: Power and Ethics in IS Evaluation | José Rodrigo Córdoba, U. of Hull; Wendy Robson, U. of Hull

592 : (Paper Session) - (IP) Knowledge Based Capabilities: Assessments and Implications

10:40am - 12:00pm Hyatt Regency Atlanta: Regency VI - Table B1 Facilitator: Christos N. Pitelis, U. of Cambridge

RM: Inquiry Audit: Contribution to Knowledge, Action and Public Concern | Ruth Scogna Wagner, Fielding Graduate U.; Kathleen Cavanaugh, Energy Information Administration

- BPS: How Dynamic Capability Influence Organizational Performance: An Empirical Investigation | Richard Yu-Yuan Hung, Toko U., Taiwan; Bella Ya-Hui Lien, National Chung Cheng U.; Baiyin Yang, U. of Minnesota
- + IM: Integrative Framework of Global Integration & Firm's Global Competence: Knowledge-Based Perspective Christina Yu-Ping Wang, National Dong Hwa Univ. Taiwan; Bih Shiaw Jaw, National Sun Yat-Sen U.; Chester Hsieh-Che Tsai. National Sun Yat-Sen U.

- **OMT**: Knowledge, Agency and Organization; The Contributions of Penrose and Cvert and March I Christos N. Pitelis, U. of Cambridge
- ■TIM: When Innovation Controlling is Counterproductive: Releasing Firms' Dynamic Capabilities | Javier Perez-Freiie. U. of St. Gallen; Ellen Enkel, U. of St. Gallen; Oliver Gassmann, U. of St. Gallen

593: (Paper Session) - (IP) **Network Structure: Density, Size**, Heterogeneity

10:40am - 12:00pm Hyatt Regency Atlanta: Regency VI - Table B2

Facilitator: Martin Gargiulo, INSEAD

- **OMT:** Mechanisms of Stratification in Social Networks: Two Competing Social Dilemmas Around Brokerage | Fabrice Leopold Cavarretta, INSEAD
- **CODC**: Framework for Community Change | **Danny L**. Rhodes, Anderson U.; William A. Laing, Anderson U.
- Implications for Research and Practice | John W Selsky, U. of South Florida; Barbara Parker, Seattle U.
- **OMT**: Exploration of Different Images of Networks | Yongjiang Shi, Cambridge University
- **OMT:** Network Density and Reputation: How Network Density Moderates Reputation Effects | Gokhan Ertug, INSEAD; Martin Gargiulo, INSEAD, Charles D. Galunic, INSEAD
- 594: (Paper Session) (IP) Social Capital in Networks 10:40am - 12:00pm Hyatt Regency Atlanta: Regency VI - Table B3 Facilitator: Linda L Brennan, Mercer U.
- **COMT:** The Measure of a Partner: Alter Attributes, Network Roles, and Focal Firm Outcomes | Lois Shelton, California State U., Northridge
- → **SIM**: Understanding Unfavorable Consequences of Social Capital: The Chiense Cases | Steven X Si, Bloomsburg U. of Pennsylvania; Jun Lin, SUNY-New Paltz
- **SIM:** Social Capital, Entrepreneurship, and Performance in Polish Organizations | Woiciech Dvduch, Katowice Univ. Of Economics, Poland
- + IM: Developing Social Capital to Achieve Superior Internationalization: A Conceptual Model | Mary Han,
- → **NIM:** The Value of Internal and External Social Capital for MNCs Acquiring Across Cultural Borders | Daniel Rottig, Florida Atlantic U.

595 : (Paper Session) - (IP) Extended Relationships in **Business Networks**

10:40am - 12:00pm Hyatt Regency Atlanta: Regency VI - Table B4 Facilitator: William John Lekse, Babson College

- SIM: Understanding Business Firms as Communities | Domenec Mele. U. of Navarra: David Pastoriza. PhD Candidate
- TIM: Analysis of Network Size under Conditions of Compatibility | Samir K Kagalkar, Indian Institute of Management Bangalore
- BPS: Managing Networks and Relationships: Do We Have a Proper Combination of Network Sources? | Danny Pimentel Claro, Ibmec São Paulo; Onno Omta, Wageningen U.

- → BPS: Governing Non-Equity Relationships in the German New Media Industry: An Empirical Study | Ricarda B. Bouncken, Ernst-Moritz-Arndt U. Greifswald; Michael Koch, Ernst-Moritz-Arndt U. Greifswald; William John Lekse, Babson College
- •IM: Ethnic Networks and Local Agglomerations in Industries Without Sophisticated Local Demand | Florian A. Taeube, U. of Frankfurt

596: (Paper Session) - (IP) The Role of Social Ties in Knowledge Creation

10:40am - 12:00pm Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: Francisco Veloso, Carnegie Mellon U.

- **TIM:** The Virtualization of Firms' Knowledge Creation Processes: An Empirical Investigation | **Antonino Vaccaro**, IST Lisbon & Carnegie Mellon University; **Francisco Veloso**, Carnegie Mellon U.
- COCIS: What Goes Around, Comes Around: An Open Source Community Model of Knowledge Circulation | Yusun Jung, Case Western Reserve University/ Information Systems; Youngjin Yoo, Case Western Reserve U.
- → IM: Social Ties: The Key to Tacit Knowledge Sharing in MNCs | Larry R Buzan, U of Phoenix
- OCIS: Knowledge Integration in Inter-Organizational IS projects: Results from a Multiple Case Study | Mamata Bhandar, National University of Singapore; Shan-Ling Pan, National U. of Singapore; Bernard Tan Cheng Yian, National U. of Singapore
- CAR: The Webs We Weave: A Social Network Perspective On Knowledge Creation In Knowledge-Intensive Careers | Vishal K. Gupta, U. of Missouri, Columbia; Yu Ha Cheung, U. of Missouri, Columbia; Thomas W. Dougherty, U. of Missouri, Columbia
 - Nominee for The Arnon Reichers Best Student Paper Award
 Nominee for The Careers Division Applied Paper Award

597: (Paper Session) - (IP) Workplace Deviant Behavior 10:40am - 12:00pm Hyatt Regency Atlanta: Regency VII - Table C2 Facilitator: Chris A. Henle, U. of North Carolina, Charlotte

- ■MOC: An Elaboration-Likelihood Perspective of Escalating Acts of Workplace Aggression | Scott C. Douglas, U. of Montana; Mark J Martinko, Florida State U.; Christian Kiewitz, U. of Dayton; Younhee Kim, SUNY Binghamton; Jae Uk Chun, State U. of New York, Binghamton
- OCIS: Identifying and Predicting Forms of Cyberloafing: The Role of Norms and External Locus of Control | Anita Blanchard, U. of North Carolina, Charlotte; Chris A. Henle, U. of North Carolina, Charlotte
- **OB**: Effects of Causality Ambiguity, Injury Severity, and Injury Target on Discipline Judgements | **Ruodan Shao**, U. of Lethbridge; **Richard Perlow**, U. of Lethbridge
- **OMT:** Defence Against the Dark Arts: Role-based Response to Role-based Deviance | **Benjamin Matthew Cole**, U. of Michigan
- ©OB: An Integrative Model of Assessment for Aggression: Predicting Counterproductive Workplace Behavior | Mark N. Bing, U. of Mississippi; Susan M. Stewart, U. of Puget Sound; H. Kristl Davison, U. of Mississippi; Philip D. Green, University

of Tennessee; **Michael D. McIntyre**, University of Tennessee; **Lawrence R James**, Georgia Institute of Technology

598: (Paper Session) - (IP) Institutional and Social Exchange in Organizational Discontinuities

10:40am - 12:00pm Hyatt Regency Atlanta: Regency VII - Table C3 Facilitator: **Jeanne Liedtka**, U. of Virginia - Darden

- ■BPS: The Search for Authentic Intention | Jeanne Liedtka, U. of Virginia Darden
- BPS: Changing Communication Patterns in Response to an Acquisition Event: A Social Network Investigation | Joan Teresa Allatta, Purdue U.; Harbir Singh, U. of Pennsylvania
- RM: Cross-Border Mergers and Offshoring: A Quantitative Media Analysis | Alfred Kieser, Mannheim U.; Dieter Thoma, Mannheim U.; Olaf Thiele, Mannheim U.; Rosemarie Tracy, Mannheim U.
- **BPS**: Institutional Change in the Context of Mergers and Acquisitions | **Zeynep Yesim Yalabik**, UIUC-ILIR
- **BPS:** Recovering from a Merger Crisis: New Institutionalism and the Bottom-up Strategy | **Rosa Chun**, Manchester Business School

599: (Paper Session) - (IP) **Person Level Antecendents and Consequences of Information Technology**

10:40am - 12:00pm Hyatt Regency Atlanta: Regency VII - Table C4 Facilitator: **M. Susan Taylor**, U. of Maryland

- **OB:** The Paradox of Email | **Jacqueline J. Medland**, Benedictine U.
- OCIS: Examining Potential Determinants of User Intention to Explore a Technology Across Time | Massimo Magni, Bocconi U.; M. Susan Taylor, U. of Maryland
- OMT: Professional Commitment of Hybrid IT Professionals: An Empirical Study of Antecedent and Concequence | Yi Wang, Nanyang Technological U.; Siew Kien Sia, Nanyang Technological U.
- **TIM:** Person Factors in Automation Use and Monitoring: An Integrated Model | **Stephanie Marie Drzakowski**, Michigan State University
- OCIS: Employee Perceptions of Fit with their Role in an ERP Project | Vickie Coleman Gallagher, Florida State U.; Kevin P Gallagher, Florida State U.

600 ©: (Paper Session) - (MC) Conceptual Frameworks for Consulting

10:40am - 12:00pm Hyatt Regency Atlanta: Vancouver Chair: Alan N Hoffman, Bentley College Discussants: Neveen Awad, Wayne State U.; Jean-Michel Quentier, ESC-Pau Business School

- ■The Cognitive Rationalization of Professional Services | Marion Brivot. HEC Paris
- Management Consulting and Value Creation: A Systems Modeling Approach | Joel M. Brown, Corporate Value Creation, Inc.
- → Towards a Knowledge-Oriented Perspective on Organization and Management | Birgitta Södergren, Stockholm School of Economics; Andreas Werr, Stockholm School of Economics

Situated Knowledge as the Basis for an Alternative Model for Management Consulting | Jeffrey N. Hicks, IBM Business Consulting Services & U. of Twente; Padmakumar Nair, U. of Twente and U. of Texas at Dallas; Celeste P.M. Wilderom, U. of Twente

601 @ SHCS: (MC, ODC, OMT) Lived-Experience and Professional Work: Learning from OD Scholar-**Practitioners**

10:40am - 12:00pm Hilton Atlanta: Grand Salon A

Organizer: John L. Bennett, Queens University of Charlotte Chair: John L. Bennett, Queens University of Charlotte Speakers: Edgar H Schein, Massachusetts Institute of Technology; Charles N. Seashore, Fielding Graduate University; Edith W, Seashore, Edith W. Seashore Asso. Ltd.; W Warner Burke, Teachers College, Columbia U.; Billie T. Alban, Alban & Williams, Ltd.

602: (Paper Session) - (MED) Educating the Whole Person

10:40am - 12:00pm Hyatt Regency Atlanta: Spring

Chair: Lisa A. Burke, LSUS

Discussant: James A F Stoner, Fordham U.

- Finding Gaps and Blind Spots: A Personal Development Program for MBA Students | Amy L Kenworthy-U'Ren, Bond U.; James Shaw, Bond U.; Anthony Don Erickson, Bond U.
- Developing Student's Skills in Reflective Practice | Kathryn Pavlovich, U. of Waikato; Eva Marie Collins, U. of Waikato
- ☐ Effectiveness of Experiential/Behavioral Skill Pedagogy in Skill Acquisition via Assessment Centers | J Duane Hoover, Texas Tech U.; Robert C Giambatista, Lehigh U.; William H Bommer, Cleveland State U: Ritch L Sorenson, Texas Tech U.

603: (Paper Session) - (MED) On-Line Learning 10:40am - 12:00pm Hyatt Regency Atlanta: Techwood

Chair: Albert H. Chavez. University of Phoenix

Discussant: Charles Wankel, St. Johns U.

- Examining the Influence of Participant Interaction Modes in Web-based Learning Environments | J B Arbaugh, U. of Wisconsin, Oshkosh; Raquel Benbunan-Fich, Baruch College
- Experiential Learning in the On-Line Environment: Enhancing On-Line Teaching and Learning | Joseph E Champoux, U. of New Mexico
- ☐ Instructional Technology in Management Education: An Empirical Examination of Online Learning Styles | Robert Ballenger, Washington and Lee; Dennis M Garvis, Washington and Lee
- Influencing Factors and Discriminant Functions | Edgard B. Cornachione, U. Illinois (Urbana-Champaign) & U. of Sao Paulo (Brazil)

604: (Paper Session) - (MED) Shifting the Paradigm: New Philosophies of Management Education

10:40am - 12:00pm Hyatt Regency Atlanta: University

Chair: Sarah Katrina Robinson, Lancaster U.

Discussant: Don Antunes, IMD

■ Overcoming Bad Management Theory: Rediscovering Moral Sentiments | John Andrew Morris, California State U., Channel Islands; Jason W. Hunt, Catawba College; James Wesley Slate, Catawba College

- The Relevance of the French "Social Representations Theory" New Methods for Teaching and Research | Veronique Boulocher, EDHEC Business School; Valérie Claire Petit, **EDHEC Business School**
- Redesigning Graduate Business Education: The Master of Business Innovation | Glen Stirling Taylor, Tampa U.

605 € → • (Paper Session) - (MH) MH Visual Paper Session

10:40am - 12:00pm Hilton Atlanta: Board & Directors - MH Presented on panels 11-20

- → The metaphorical rise of entrepreneurship | Andrew Cardow, Massey U.
- Frank and Lillian Gilbreth: Teammates in Efficiency | Fariss T Mousa, Washington State U.; David J Lemak, Washington State U., Tri-Cities
- A Historical View of Diversity Management: The Ottoman Empire Case | Alev Katrinli, Izmir U. of Economics; Remziye Gulem Atabay, Izmir U. of Economics; Gonca Gunay, Izmir U. of Fconomics
- → Generational Value Changes: Their History and a Cross-Cultural Empirical Test | Edward F Murphy, Embry Riddle Aeronautical U.; Regina Greenwood, Kettering U.; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Terrell G Manyak, Nova Southeastern U.; Bahaudin Mujtaba, Nova Southeastern U.; Arnel Onesimo O. Uy, De La Salle U.
- → Sunk Costs and Entry Strategies in the International Motion Picture Industry: A Historical Analysis | Gerben Bakker, U. of Essex
- THE DEVELOPMENT OF CLASSIFICATION OF GOODS THEORY | Leland E. Taylor, Nova Southeastern U.; Terrell G Manyak, Nova Southeastern U.
- Conceptualization | Allison Burgess Duke, U. of Mississippi; Milorad Novicevic, U. of Mississippi
- History of Rating Scales and Their Evolution into Organizations and Management Research | Mary Edie Mobley, Louisiana State U.
- Frederick Winslow Taylor: A Defense against Criticisms of the Man and His Works | Aditya Simha, Washington State U.; David J Lemak, Washington State U., Tri-Cities
- Technological Servicing and the Exchange System in Pre-reform China. | Vipin Gupta, Simmons School of Management; Gita Surie, Adelphi U.

606: (Paper Session) - (MH) International and Cross-cultural **Historical Approaches to Business History**

10:40am - 12:00pm Hilton Atlanta: Roosevelt

Chair: David A Lamond. None

Discussant: Mohammed R Ahmed, Ameer U.

- → Stakhanovism the Critical Analysis of the Management Practice and Historical Context | Yana G Kuzmina, LSU
- ₽→Changing Sources of Competitive Advantage: Evolution of the Finnish Retail Industry 1945-1995 | Juha-Antti Lamberg. Helsinki U. of Technology; Henrikki Tikkanen, Helsinki School of **Economics**

- □ → "Ye Shall Know Them by Their Fruits": Japanese Management's Continental European Origins | Charles Thomas Tackney, Copenhagen Business School
- → Ibn Khaldun of North Africa: A 1377 A.D. Theory of Leadership | Yusuf M. Sidani, American U. of Beirut

607: (Paper Session) - (MOC) Welcome & Theme Session: Where Has the Cognitive Turn Taken Us?

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia Distinguished Speaker: Karl E Weick, U. of Michigan, Ann Arbor Coordinator: Mary Ann Glynn, Emory U.

608: (MOC) Examinations of Mood and Extra-Role Behavior

10:40am - 12:00pm Atlanta Marriott Marquis: Imperial - Consulate Chairs: Ingrid Fulmer, Georgia Institute of Technology; **Christopher Barnes**, Michigan State University

Happy to Help or Help to be Happy? Moderators in the Causal Relationships between Positive Affect and Altruism I Christopher Barnes, Michigan State University; Remus Ilies, Michigan State U.; John Hollenbeck, Michigan State U.; Jennifer Nahrgang, Michigan State U.; Kelly Marie Schwind, Michigan State University

What is the Nature of "The Pause That Refreshes"?: Examining the Role of Discretionary Behaviors in Repairing a Negative Mood | Theresa M. Glomb, U. of Minnesota; Devasheesh P Bhave, University of Minnesota; Andrew Miner, Honeywell

The Emotions of Speaking-up at Work: Affective Antecedents and Consequences of Voice and Whistleblowing | Marissa S. Edwards, U. of Queensland; Neal M. Ashkanasy, U. of Queensland

Personality and Citizenship Behavior: The Role of Affect and Satisfaction | Matthias Spitzmueller, Michigan State University; **Ingrid Fulmer**, Georgia Institute of Technology; **Remus Ilies**, Michigan State U.; Michael David Johnson, Michigan State U.

609 → JS: (MOC, IM) Two Decades of Self-Leadership Theory and Research: Developments, Trends, and **Possibilities**

10:40am - 12:00pm Atlanta Marriott Marquis: Imperial - Summit Organizer: Jeffery D. Houghton, Abilene Christian U.

Through The Looking Glass: Reflections on Twenty Years of Self-Leadership Theory and Research | Christopher P Neck, Virginia Tech

A Cross Cultural Perspective of Self-Leadership | Jose L.C. Costa Alves. U. of Massachusetts

A Cross-Cultural Validation of the Houghton and Neck Self-Leadership Measure | Mitchell J Neubert, Baylor U.

The Relationships between Self-Leadership, Innovation. Creativity and Perceived Workplace Support | Trudy DiLiello, Defense Acquisition U.

The Importance of Self- and Shared Leadership in Team Based Knowledge Work | Michelle C Bligh, Claremont Graduate U.

The Forgotten Follower: A Contingency Model of Leadership and Follower Self-Leadership | Seokhwa Yun, Seoul National

Participants: Ke (Grace) Ke, U. of Arkansas; Jeffrey C Kohles, California State U., San Marcos; Kathi J Lovelace, U. of Puget Sound; Charles C Manz, U. of Massachusetts, Amherst; Dmytro Matsypura, U. of Massachusetts; Fuminori Toyasaki, U. of Massachusetts; Cindy Wu, Baylor U.; Henry P Sims, U. of Maryland

610 **●**: (OB) Toward a General Theory of Proactive **Behavior**

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover E

Organizers: Adam Michael Grant, U. of Michigan, Ann Arbor;

Susan J Ashford, U. of Michigan

Discussant: Terence R Mitchell, U. of Washington

The Effect of Social Network Structure on Taking Charge I Elizabeth Wolfe Morrison, New York U.

Enhancing Proactive Patient Care: An Intervention Study | Sharon Parker, U. of New South Wales

Engagement in OCB: The Importance of the OCB Recipient's Role | Yitzhak Fried, Syracuse U.

Proactivity at Work: Lessons from Feedback-Seeking and Organizational Citizenship Behavior | Adam Michael Grant, U. of Michigan, Ann Arbor; Susan J Ashford, U. of Michigan

611: (Paper Session) - (OB) Leadership and Emotions

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover G

Chair: Sophia Vladimirova Marinova, University of Illinois at Chicago

Discussant: Ronald H Humphrey, Virginia Commonwealth U. "Leading the Show": Transformational Leadership and Collective Emotional Labor | Olga Epitropaki, ALBA Business

→ Subordinate Emotional Expression and Leader-Member Exchange: A Cross-Cultural Comparison | Yongmei Liu, Florida State University; Pamela Perrewe, Florida State U.; Yi Guo, East China University of Science and Technology

When Leaders Envy: The Influence of Negative Leader Emotion on Individual Undermining and Wellbeing | Kristin L. Scott, U. of Kentucky; Michelle K. Duffy, U. of Kentucky

Authentic Leader Behaviors: The Interactive Effects of Leader Values and Positive Emotions. | Janaki Gooty, Oklahoma State U.; Susan Michie, U. of Evansville; Mark Gavin, Oklahoma State U.

612: (Paper Session) - (OB) Individual Performance in **Groups**

10:40am - 12:00pm Hyatt Regency Atlanta: Piedmont

Chair: Veronique Tran, Pennsylvania State U.

Discussant: Veronique Tran, Pennsylvania State U.

The Counterintuitive Effects of Supervisor Support on Employee Self-Perceived Work Effectiveness | Sandy Lim, Singapore Management U.

Why Individuals in Larger Teams Perform Worse | Jennifer Mueller, U of Pennsylvania

Social Isolation at Work: Its Impact on Performance | Dora C. Lau. Chinese University of Hong Kong: Long Wai Lam. U. of Macau; Sandra L. Robinson, U. of British Columbia

613: (Paper Session) - (OB) Cross-Cultural Effects on Justice and Trust

10:40am - 12:00pm Hyatt Regency Atlanta: Roswell

Chair: James Campbell Quick, U. of Texas at Arlington Discussant: Steven Grover, U. of Otago

- Fairness Judgment in the Fog of Uncertainty: Heuristic Substitution and Cultural Influences | Emily M Nason, Hong Kong U. of Science and Technology
- → Equity Rule and Cross-cultural Difference: How Do East Asians Differ from One Another | Tae-Yeol Kim, City U. of Hong Kong; Todd Weber, U. of North Carolina, Chapel Hill; Kwok Leung, City U. of Hong Kong; Yukiko Muramoto, Yokohama National U.
- An Empirical Examination of Cultural Intelligence as a Mechanism of Intercultural Trust. | Lisa Vargo Williams, State U. of New York. Buffalo

614: (Paper Session) - (OB) Psychological Contract **Fulfillment and Violation**

10:40am - 12:00pm Hyatt Regency Atlanta: Vinings

Chair: Robert Gregory DelCampo, U. of New Mexico Discussant: Maura A. Belliveau. Texas A&M U., College Station PaReciprocity and Psychological Contracts: Employee

Performance and Contract Fulfillment | Neil Conway, London U., Birkbeck; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science

- When Employees Strike Back: The Role of Violation and Revenge in the Psychological Contract Dynamics I Prashant Bordia, U. of South Australia; Simon Lloyd D. Restubog, U. of Queensland; Robert L. Tang, De La Salle -College of Saint Benilde
- Boundaries of Psychological Contract Fulfillment and Citizenship Behavior: A Motivational Perspective | Chih-Ting Shih, Shu Te U.
- The Development of Psychological Contract Breach and Violation: A Social Exchange Approach | Tanguy Dulac, U. Catholique de Louvain: Jacqueline A-M Covle-Shapiro. London School of Economics and Political Science; David Henderson, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago

615 ←SHCS: (OB, CM) The Desire for Social Standing: A Multilevel Examination of Membership and Status Motivations

10:40am - 12:00pm Atlanta Marriott Marguis: Marguis - Salon III

Chairs: Tyler G. Okimoto, Flinders University of South Australia; Amy Wrzesniewski, New York U.

Where do I Stand? Procedural Fairness Effects as a Function of Reputation Concerns | David De Cremer, Tilburg U.

Inclusionary Motivations and Effort-Based Performance in Groups | Tyler G. Okimoto, Flinders University of South Australia; Amy Wrzesniewski, New York U.

There's Always Something to Worry About: The Psychological Dynamics of Relative Status | Steven Blader, New York U.; Ya-ru Chen, Rutgers U., Newark

What's Most Powerful, the Message or the Messenger: Predicting Organizational Responses to Identity | Caroline A Bartel, University of Texas at Austin

616 JS: (OB, MOC) Norm Misperception in Groups and **Organizations: Emerging Perspectives**

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover D Discussant: Michel Anteby, Harvard Business School Predicting When Deviants Will Be Vocal: The Role of Norm Misperception | Kimberly Rios Morrison, Stanford University Acting Out: The Derogatory Effects of Violating Emotional Norms | Olivia Amanda O'Neill, Stanford U.

From Individual Assumptions to Group Frames: Norm Negotiation in Creative Design Teams | Caneel K. Joyce, U. of California, Berkeley

Participants: Dale Miller, Stanford U; Jennifer A. Chatman, U. of California, Berkeley

617 SHCS: (OB, OMT, TIM) Leadership and Organizational

10:40am - 12:00pm Hilton Atlanta: Grand Salon D

Chairs: David Waldman, Arizona State University; Yair Berson, U. of Haifa

Discussant: Marianne W Lewis, University of Cincinnatti Managing the Exploration/Exploitation Paradox through Leadership: How Top Executives Define Their Firm's Innovation Trajectory Over Time | Louise Anne Nemanich, Arizona State U.; Robert T Keller, U. of Houston

Transcendent Leadership: A Leadership Model for Rapidly Changing Environments | Mary M Crossan, U. of Western Ontario; Len Nanjad, IBM; Dusya M. Vera, U. of Houston

Humor, Leadership, and Organizational Learning: A Multiple Source Examination | Yair Berson, U. of Haifa; John J. Sosik, Pennsylvania State U., Great Valley

Entrepreneurial Leadership, Organizational Learning, and Firm Performance: Evidence from the Small Business Innovation Research Program | Albert Link, University of North Carolina; Donald Siegel, U. of California, Riverside

618 ■SHCS: (OB, SIM, CM) Ethical and Unethical Behavior in a Knowledge Economy: A Social Exchange Perspective

10:40am - 12:00pm Hilton Atlanta: Grand Salon C

Chairs: Elizabeth Eve Umphress, Texas A&M U.; John B. Bingham. Brigham Young U.

Discussant: Ricky W Griffin, Texas A&M U.

Self-verification or Ethical Treatment? The Paradoxical Effects of Self-esteem on Social Exchange | Batia Wiesenfeld, New York U.; William B Swann, U. of Texas, Austin; Joel Brockner, Columbia U.

Perceiving Fair Treatment: Does This Affect Employees' Willingness To Report Misconduct? | Debra L. Shapiro, U. of Maryland; Katherine A DeCelles, U. of Maryland

Personality Correlates of Prosocial Whistle-blowing | Rachel Maxwell Johnson, Colorado State U.; Zinta S. Byrne, Colorado State U.

Unethical Ironies: The Impact of Distributive Justice on Unethical Behavior | Elizabeth Eve Umphress, Texas A&M U.; Run Ren, Texas A&M U.; Celile Itir Gogus, Texas A&M U.; John B. Bingham, Brigham Young U.

619: (Paper Session) - (OCIS) Cases of IS Implementation II 10:40am - 12:00pm Atlanta Marriott Marquis: International 1

Chair: Steven L. Johnson, U. of Maryland

Discussant: Pamela E Carter, Florida State U.

Sustainability under Supply Chain Migration | Ruey-Lin

- **Hsiao**, National U. of Singapore; **Shin-Horng Chen**, National ChengChi University
- Misalignment and Knowledge Management Project Failure: An Institutional Perspective | Poornima Luthra, National U. of Singapore; Shan-Ling Pan, National U. of Singapore
- A Socio-Technical Approach to Integration through Enterprise Systems | Robert Demir, Stockholm University School of Business

620: (Paper Session) - (OCIS) Knowledge Sharing 10:40am - 12:00pm Atlanta Marriott Marquis: International 5 Chair: Paul Solomon, U. of North Carolina, Chapel Hill Discussant: Dave Yates, U. of Southern California

- Elements of Knowledge Sharing among Academia and Industry: A Case Study Based on Systems Theory | Andrea
 Carugati, IESEG School of Management
- The Moderating Role of IS Integration in Augmenting Inter-unit Absorptive Capacity | Nilesh Saraf, Simon Fraser U.; Christoph Schlueter Langdon, University of Southern California Understanding the Motivations of Contributors to Public Document Repositories: An Empirical Study | Naren Peddibhotla, University of Minnesota; Mani R. Subramani, U. of Minnesota
- ■The Interplay of Reificative and Participative Processes of Customer Knowledge Creation | Sara Varlander, Stockholm U.

621 �→ ●: (Paper Session) - (ODC) Barriers to Change: Origins and Possible Solutions

10:40am - 12:00pm Hilton Atlanta: Board & Directors - ODC 1

Presented on Panels 1-5

- Using Change Management Models to Manage Organizational Identification Change | Virajanand Varma, Auburn U
- Change in a Loosely Coupled System: A Case Study | Sharon P McKechnie, Boston College
- → ③On the Way to Creativity: Engineers as Intrapreneurs in Organizations | Iiris Elina Aaltio, Lappeenranta U. of Technology; Jan Ulijn, Faculty of Technology Management; Hanns C. Menzel, Not Specified
- A Framework for Managing Aims in Collaborations | Siv Vangen, Open U.; Chris Huxham, Strathclyde U.
- Impact of Organizational Culture and Person-Organization Fit on Job Satisfaction & Commitment | Charlotte D. Shelton, Rockhurst U.; Myles P. Gartland, Rockhurst U.

622: (Paper Session) - (ODC) **Applying and Developing Change Models**

10:40am - 12:00pm Hilton Atlanta: Carter

Chair: George W. Hay, McDonald's Corp./Benedictine U.
Discussant: George W. Hay, McDonald's Corp./Benedictine U.
Toward an Integrated Model of Organizational Change |
Franca Onoriode Ovadje, Pan African University

Development of a Theoretical Framework for the Evaluation of Change Effectiveness | Florian Kappler, U. of St. Gallen / HEC Montréal; Michael Stefan Schön, U. of Stuttgart

- Applying Learning Curve Theory to Implementation of Process Change | **J. Bradley Morrison**, Brandeis U.
- Organizational Change in SMEs a Proposed New Model | Heather Christine Banham, Okanagan College

623 �→: (Paper Session) - (ODC) Teams, Learning and Effectiveness

10:40am - 12:00pm Hilton Atlanta: Jackson Chair: **Deborah Soule**, Harvard U. Discussant: **Deborah Soule**, Harvard U.

PuLessons Learned and Lessons Lost: A Multi-method Field Study of Vicarious Team Learning Behavior | Henrik Bresman, INSEAD

Winner of ODC Division Best Paper

- The Learning Domains of Team Effectiveness | Peter Anthony Murray, Macquarie U., Sydney; Jawad Syed, Macquarie U., Sydney
- Too Hot to Handle? Engaging Hot Conflict for Better Decisions and Resilient Management Teams | Amy C. Edmondson, Harvard U.; Diana McLain Smith, Monitor Company
- ▶ Do Organizational Routines change as Experience changes? | Bjarne Espedal, Norwegian School of Economics and Business Administration; Rune Lines, Norwegian School of Economics and Business Administration; Birthe Kåfjord Lange, Norwegian School of Economics

624 ⊕ → ■JS: (ODC, MC) Global and Strategic Organization Development: The Emerging Role of OD

10:40am - 12:00pm Hyatt Regency Atlanta: Montreal *Chair:* **Therese F Yaeger**, Benedictine U.

Presenters: Peter Sorensen, Benedictine U.; Flemming Poulfelt, Copenhagen Business School; Shawn M. Carraher, Cameron U; Philip Terry Anderson, Abbott Laboratories; Mariann Jelinek, College of William and Mary; Linda Sharkey, GE Capital; Timothy W Goodly, Not Specified

625: (Paper Session) - (OM) **E-Operations**

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 4 - Yukon

Chair: William L. Roach, Washburn U.

Strategic Capabilities and Internet Resources in Procurement: A Resource-Based View | **Ordanini Andrea**, Bocconi U.; **Gaia Rubera**, Bocconi U.

- Perceived Characteristics of Electronic Commerce: Implications for Service Operations Management | **Ziqi Liao**, Hong Kong Baptist U.
- → The Case for Using Multiagent Systems in International Supply Chains | W. L. Dougan, U. of Wisconsin, Whitewater

626: (Paper Session) - (OM) **Product Design and Development**

10:40am - 12:00pm Atlanta Marriott Marquis: Rio Grande & MacKenzie

Chair: Mohan V. Tatikonda, Indiana U.

- Boundary Spanning Competence in New Product
 Development: A Complementarity Perspective | Anant
 Mishra, U. of Minnesota; Rachna Shah, U. of Minnesota
- The Impact of Early Engineering Effort and Customer Involvement on NPD Project Timeliness | William H. A. Johnson, Bentley College; Changyue Luo, U. of Minnesota

- → Does Globalization Matter in New Product Development? I Muammer Ozer, City U. of Hong Kong
- → Do We Have a Theory of Product Differentiation Postponement? Literature Review & Reconceptualization | Cipriano Forza, U. of Padova; Fabrizio Salvador, Instituto de Empresa; Alessio Trentin, U. of Padova

627: (Paper Session) - (OMT) The Diverse Roles of Power and Politics: Implications for Knowledge Management, Markets, and Organization

10:40am - 12:00pm Atlanta Marriott Marguis: International 2

Chair: Matthew Hall, Aston U.

- The Social Exchange of Knowledge: A Theoretical Model of Knowledge Source Sharing Behaviors | Michele L. Swift, U. of Colorado. Boulder: David B. Balkin. U. of Colorado. Boulder: Sharon F. Matusik, U. of Colorado, Boulder
- Competing Institutions and Market Formation: The Case of Online Gambling | Karen D. W. Patterson, Texas Tech U.; David Eduardo Cavazos, Texas Tech U.; Marvin Washington, U. Alberta; Keith Brigham, Texas Tech U.
- Social Movements as External Agents of Change: The Effect of Protest on Stock Price Returns | Brayden G King, Brigham Young U.; Sarah A Soule, U. of Arizona
- Constructing 'Hard' and 'Soft' Knowledge: Implications for the Power-Knowledge Relationship I Matthew Hall. Aston U.: Stewart Clegg, U. of Technology, Sydney; John Sillince, Aston

628 € €: (OMT) On the Interface between Research and Practice: Experiences in Executing Engaged Research

10:40am - 12:00pm Atlanta Marriott Marguis: International 3 Symposium moderated by Mike Tushman & Majken Schultz. Panelists discuss traversing theory/practice boundaries. Discussion with attendees will follow

Moderators: Michael L. Tushman, Harvard U.; Majken Schultz, Copenhagen Business School

Presenters: Andrew H. Van de Ven, U. of Minnesota; Herminia Ibarra, INSEAD; Ranjay Gulati, Northwestern U.

629 ■: (Paper Session) - (OMT) **Adaptation in Institutions**: The More Things Change the More They Stay the Same

10:40am - 12:00pm Atlanta Marriott Marquis: International 4

Chair: Philippe M. Monin, EM Lyon

- Genetic Codes Violations as Segregating and Blending Terroir and Brand Logics in the Wine Industry | Philippe M. Monin, EM Lyon; **Grégoire Croidieu**, Ecole de Management de Lyon
- → Theorization. Adaptive Emulation, and Similarity in Forms of Manufacturing Best Practice Programs | E. Geoffrey Love, U. of Illinois, Urbana-Champaign; Peter Cebon, U. of Melbourne
- Institutional Entrepreurship, I Aurelien Acquier, Ecole des Mines de Paris; **Aggeri Franck**, Ecole des Mines de Paris
- The Selective Synthesis of Competing Logics | Siobhan O'Mahony, Harvard U.; Katherine K Chen, Harvard U.

630: (Paper Session) - (OMT) Relating Networks and Interorganizational Ties

10:40am - 12:00pm Atlanta Marriott Marguis: International A Chair: Salih Zeki Ozdemir, U. of Chicago

- Can I Trust You For A Relation? Social Liabilities on Receiving First Tie in the US VC Industry | Salih Zeki Ozdemir, U. of
- Inter-firm Connectedness, Repeated Ties and Innovative Performance: A Longitudinal Study | Simone Ferriani, U. of Bologna; Gino Cattani, New York U.; Charles Baden-Fuller,
- ■Brokerage, Group Characteristics, and the Formation of Multi-Partner Alliances | Xiaoli Yin, San Francisco State U; Jianfeng Wu, Peking U.; Wenpin Tsai, Pennsylvania State U.
- Projects, Paths, and Practices: Binding Processes in Television Production Networks | Stephan Manning, Freie U. Berlin: Joera Svdow. Freie U. Berlin

Learning and Routines

10:40am - 12:00pm Atlanta Marriott Marquis: International B Chair: Bret Ryan Fund, Pennsylvania State U.

- ₽ Success, Failure and the Gray Zone: How Organizations Learn (or Don't) From Ambiguous Experience | Claus Rerup, U. of Western Ontario
- Much Ado about Nothing: Learning from Experience by Venture Capital Firms | Tim Pollock, Pennsylvania State U.; Ted Baker, North Carolina State U.; Bret Ryan Fund, Pennsylvania State U.
- Will I Stay Or Will I Go? Strategy Abandonment In The New York State Banking Industry, 1994-2003 | You-Ta Chuang, York U.; Xuesong Geng, U. of Toronto; Jonathan Kerr, School of Administrative Studies, York University
- Pull

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 Unveiling the Creation and Content of Strategic Organizational Processes | Christopher B. Bingham, U. of Maryland; Kathleen M. Eisenhardt, Stanford U

632 : (Paper Session) - (OMT) Power and Politics in Top **Management Teams**

10:40am - 12:00pm Atlanta Marriott Marquis: International C

Chair: Luke H. Cashen, Nicholls State U

- The Effects of Director Behavior and Demographic Minority Status on Board Appointments | James Westphal, U. of Texas, Austin; Ithai Stern, Northwestern U.
- Can the CEO Churning Problem be Fixed? Lessons from Complexity Science, Jack Welch & AIDS | Alison Mackey. Texas A&M U.; Bill McKelvey, U. of California, Los Angeles; Panayiota Konstantina Kiousis, Ohio State U.
- ₱How Top Managers use Interpersonal Influence to Neutralize the Effects of Institutional Ownership | James Westphal, U. of Texas, Austin; Michael Bednar, U. of Texas,

Winner of OMT Division Best Paper Award

Post-Restructuring Governance: Responses by Directors and Top Managers to Institutional Pressures I Luke H. Cashen. Nicholls State U

633 @: (Paper Session) - (ONE) Visual: Strategies for Sustainable Development

10:40am - 12:00pm Hilton Atlanta: Board & Directors - ONE Presented on Panels 6-9

- Sustainable Procurement: the Development of a Conceptual Framework | **Helen Walker**, U. of Bath
- The Winds of Change: Antecedents of Entrepreneurial Activity in the Emerging Wind Power Industry | Wesley Sine, Cornell U.; Brandon H. Lee, Cornell U.
- A Comparative Analysis of Long-Term vs. Failed Cross Sector Partnerships: NPS and Its NGO Partners | Jennifer Leigh, Gettysburg College

634: (Paper Session) - (ONE) Stakeholders and the Natural Environment

10:40am - 12:00pm Hilton Atlanta: Madison *Facilitator:* **Irene Henriques**, York U.

Discussants: Stephanie Bertels, U of Michigan Ann Arbor;

Stephanie Welcomer, U. of Maine

- Secondary Stakeholder Actions and the Selection of Firm Targets | Charles Eesley, Massachusetts Institute of Technology; Michael Lenox, Duke U.
- Concern: Collaborating for Sustainability | Peter M. Senge, Society of Organizational Learning; Katrin Kaeufer, Society of Organizational Learning; Benyamin B. Lichtenstein, U. of Massachusetts, Boston; Hilary Bradbury, Society of Organizational Learning; John S Carroll, MIT Sloan School of Management
- NGOs' Temporary Network Development Capability: Managing External Resources in Crisis Environments | Liliana Nordtvedt, U of Texas at Arlington; William Ross O'Brien, U. of Texas, Arlington
- Temporal Dynamics of Multi-Stakeholder Organising for Sustainability | **Aarti Sharma**, U. of South Florida; **Kate Kearins**, Auckland U. of Technology

10:40am - 12:00pm Hilton Atlanta: Douglas

Chair: Neil M. Boyd, Pennsylvania State U.

The Impact of Customer Orientation on Government
Employee Performance | Laurie E Paarlberg, San Francisco
State U

- The Effect of Leadership on Organizational
 Performance: Analysis of the 2002 FHCS Survey | Sungjoo
 Choi, University of Georgia
- NPM and Postmodernism Reform Effects on Federal Agencies: Two Competing and Complementing Values | Sung Min Park, University of Georgia
- → Actionable Knowledge in an Emerging Context: New Public Financial Management in Malaysian Agencies | David R. Stiles, Cardiff U.; Yusuf Karbhari, Cardiff U.; Muslim Har Sani Mohamad, International Islamic U Malaysia

636 ②→ •: (Paper Session) - (PNP) **Nonprofit Organization**: **Markets & Identity**

10:40am - 12:00pm Hilton Atlanta: Monroe

Chair: Dennis R Young, Georgia State U.

- Worst-Case Scenario?: A Survival Guide for Nonprofit Symphony Orchestras | Virginia K. Bratton, U. of Melbourne; Jennifer Frahm, U. of Melbourne
- Relationship Marketing, Loyalty and Identity Salience: Developing a Model for the Third Sector | Cid Goncalves Filho, FUMEC U.; Edneia C Machado, Not Specified; Gustavo Quiroga Souki, Universidade Fumec; Antonio Eugenio Salles-Coelho, FUMEC U.
- Institutionalization of 'organic' and NFP certification agency strategies: An exploratory study | R Scott Marshall, Portland State U.; Darrell Brown, Portland State U.; Stephen S Standifird, U. of San Diego
- Branding in the Non-Profit Sector. The Construction of Morality by Humanitarian Organizations | Anne Vestergaard, Copenhagen Business School

Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student

637: (Paper Session) - (RM) Multilevel Research
10:40am - 12:00pm Atlanta Marriott Marquis: Chablis & Picard
Chair: Mark Griffin, Australian Graduate School of Management
Discussants: Gilad Chen, U. of Maryland; David Chan, Singapore
Management U.

Answers to Questions about Interrater Reliability & Agreement: Implications for Multilevel Analyses | James M. LeBreton, Wayne State U.; Jenell Lynn Senter, Wayne State U.

Multilevel Structural and Measurement Invariance: A

Complete Method for Testing Multilevel Homology | **Michael J. Zyphur**, National U. of Singapore

- Examining "Emergence" in Multilevel Research | Gazi Islam, Ibmec, Sao Paulo; Michael J. Zyphur, National U. of Singapore; Daniel J. Beal, Rice U.
- Mediation in Longitudinal and Multilevel Contexts: The Longitudinal Multilevel Mediation (LMM) Model | Adrian H. Pitariu, U. of South Carolina; Robert E Ployhart, U. of South Carolina

638: (RM) Online Technologies: What We Have Learned Thus Far

10:40am - 12:00pm Atlanta Marriott Marquis: Rhine & Savoy

- Can the Computerized Self-Report Structured Interview
 Replace the Face-to-Face Structured Interview? | Perng Yih
 Ong, Civil Service College; Dara B. Chappell, Centre for
 Industrial Relations and Human Resources
- Validity, Reliability, and Utility of Online Employment Testing: What Are We Gaining and What Are We Losing? | Melissa Warner, U. of Guelph
- Design and Implementation of Online 360 Degree Feedback | Audrey Tan, Civil Service College; Perng Yih Ong, Civil Service College
- Online Focus Groups: An Underutilized Methodology for Organizational Research | Allyson K. McElwain, U. of Guelph; Karen Korabik, U. of Guelph; Dara B. Chappell, Centre for Industrial Relations and Human Resources

639: (Paper Session) - (SIM) Creating an Ethical Corporate Culture

10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom A & F

Chair: Mark Okechukwu Ajuogu, Fed U. of Tech Owerri (FUTO)

- Fostering Creativity and Innovation in Organization: Prescription for Unethical Organizations? | Melissa S. Baucus, U. of Louisville; David A. Baucus, Baucus Consulting; Sherrie E. Human, Xavier U.
- The Relationship between Ethical Climate and Service Outcomes | Gil Luria, Haifa U.; Dana Yagil, u of Haifa
- ■Under the Big Top: How HRM Fails and Opportunities for Corruption Prevail | Gloria Harrell-Cook, Frostburg State U.; Evan Hayden Offstein, Frostburg State U.
- ■Positive Ethical Organization: Enacting a Living Code of Ethics and Ethical Organizational Identity | Amy Klemm Verbos, U. of Wisconsin, Milwaukee; Joseph Allen Gerard, U. of Wisconsin, Milwaukee; Paul R. Forshey, U. of Wisconsin, Milwaukee; Charles S Harding, U. of Wisconsin Milwaukee; Janice S. Miller, U. of Wisconsin, Milwaukee

640: (Paper Session) - (SIM) Moral Language and Justification in Business

10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom B & E Chair: Lori Verstegen Ryan, San Diego State University Helping Integrative Social Contracts Theory to Actually Break

the Ties | Gordon G. Sollars, Fairleigh Dickinson U.

- WARNING: The Use of Moral Justifications in Business May be Hazardous | David A. Whetten, Brigham Young U.; Jeffery **A. Thompson**, Brigham Young U.
- → Design Criteria for Any Future Contractarian Theory of Business Ethics | Ben Wempe, Erasmus U.
- Narratives of Corporate Social Responsibility: Theorising Identity | Michael Humphreys, U. of Nottingham; Andrew D. Brown, University of Bath

641 €→ SHCS: (SIM, IM, CM) The Role of Business in Violent Conflict Resolution

10:40am - 12:00pm Hilton Atlanta: Grand Salon E

Chairs: Kathleen Getz, American U.; Jennifer Oetzel, American U. When do MNEs have a Moral Obligation to Intervene in Situations of Violent Conflict? | Kathleen Getz. American U.: Stephen Ladek, Independent Consultant

MNEs' Strategic Interventions in Response to Violent Conflict: Conceptual Model & Empirical Evidence | Jennifer Oetzel, American U.; Stephen Ladek, Independent Consultant

The Role of Individual Businesspersons in Responding to Violent Social Conflict | Patricia C Kelley, U. of Washington, Bothell

Business Response to Violent Conflict: A View from the Trenches | Rodney MacAlister, African Development Foundation

642: (Paper Session) - (TIM) Technological Evolution 10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo Chair: Rana Tassabehii, University of Bradford School of Management

Discussant: Pai-Ling Yin, Harvard Business School

- The Sources and Timing of Technological Discontinuities and Dominant Designs | Jeffrey Lee Funk, Hitotsubashi U.
- Learning in Mastering Multi-Generation Product Innovations: The Hard Disk Drive Industry | Charlotte Rongrong Ren, Purdue U., West Lafayette
- ■Demand Competition and Entry Heterogeneity in Industries based on Systemic Technologies | Lalit Manral, Columbia U.
- ₽→ Cooperative Strategies in the Standardization of Wireless Telecommunications | Aiia Elina Leiponen, Cornell

643: (Paper Session) - (TIM) Patent Performance and **Innovation Output**

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Riviera Chair: Gerard H Gaynor, Institute of Electrical and Electronics

Discussant: Marco Ceccagnoli, Georgia Institute of Technology The Determinants of Innovative Persistence: An Empirical Study on Patent Spells of Technology Firms | Jennifer Hui-Ru Chen, National Taiwan U.; Show-Ling Jang, National Taiwan U.; Jui-Chung Yang, National Taiwan U.

- → Antecedents of Patent Management Proficiency and its Impact on Firm Performance | Holger Ernst, WHU - Otto Beisheim School of Management; James G. Conley, Northwestern U.; Nils Omland, WHU - Otto Beisheim School of Management
- → The Impact of Industry Structure on Patent Performance: The Evidence from Latecomer Economies | Show-Ling Jang, National Taiwan U.

The Systematic Noise in Non-Patent References: A Study of New Zealand Companies' Patents | Zi-Lin He, U. of Otago; Min Deng, U. of Otago

644: (Paper Session) - (TIM) Strategy, Technology and Innovation II

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La Chair: Feng Zhu, Harvard U.

Discussant: Anu Wadhwa, Swiss Federal Institute of Technology (Lausanne)

- Organizational Forms for Technological Innovation: A Typological Theory and a First Empirical Test I Ferdinand Jaspers, Erasmus U.; Jan Van Den Ende, RSM Erasmus Univ.
- The Role of Firm Size and Technology Intensity in Technology Services Organizations | Maheshkumar P Joshi, George Mason U.; Sidhartha R Das, George Mason U.
- Revisiting Innovation and Capital Structure: The Moderation Effect of Related Diversification | Taiyuan Wang, U of Western Ontario; Stewart Thornhill, U. of Western Ontario
- → A Strategic Group Analysis of Hybrid Commerce Firms: Implications for Managing Technological Change I Lih-Bin Oh, National U. of Singapore; Hock-Hai Teo, National U. of Singapore; V. Sambamurthy, Michigan State U.

645 : (Paper Session) - (TIM) Interorganizational Learning 10:40am - 12:00pm Atlanta Marriott Marguis: Cluster 5 - South Hampton Chair: Ramanath Subramanyam, U. of Illinois, Urbana-Champaign Discussant: Ajay K. Agrawal, J.L. Rotman School of Management, University of Toronto

- ■The Incubation of New Technology-based Ventures Within Technology Incubators: A Conceptual Model | Joanne L Scillitoe, Michigan Technological U.; Alok K Chakrabarti, New Jersey Institute of Technology
- ₽→ The Timing of Knowledge Flows in Inter-Organizational Relationships | Henri Schildt, Helsinki U. of Technology; Thomas Keil, York U. & Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology
- An Emergent and Process-Based View of Learning in Inter-Organizational Networks | Francesca Mariotti, U. of Stirling

646 ◎: (Paper Session) - (TIM) International Perspectives on Technology

10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 1 Presented on Panels 15-20

- Determinants of Innovation Capability in S&M Enterprises: An Empirical Analysis from China | Tiejun Chen, zhejiang university of technology
- → The Effect of International Diversification on the Value of Innovation | Shao-Chi Chang, National Cheng Kung U.; Li-Yu Chen, National Cheng Kung U.
- → Internationalisation of Technology and the Market Value of Large Firms | Suma Athreye, Brunel U.; Pari Patel, SPRU University of Sussex
- ➡ → The Triple Helix Unravelled: The Development of Biomedical Innovation in the US and UK | Maxine Robertson, Coventry University; Anna Goussevskaia, U. of Warwick; Jacky Swan, U. of Warwick; Ademola Obembe, U. of Warwick; Michael Bresnen, Leicester U.
- The Theory And Practice Of Regional Technological Innovation Capability in China | **Bei Wu**, ZheJiang GongShang U; **Jin Chen**, Zhejiang U.
- Technological Capability Accumulation In International Joint Venture in China | Huiping Li, Rutgers U.

647 ③: (Paper Session) - (TIM) Worlds Collide?: Industry, Technology, and the Academy

10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 2 Presented on Panels 27-30

- Scientific Networks, Alliance Networks, and Innovation Output | Remzi Gozubuyuk, U. of Minnesota
- Channels of Collaborative Academia-Industry Research at the Individual Level: Comparative Assessment | Branco Leonidov Ponomariov, Georgia Institute of Technology; Craig Boardman, Georgia Institute of Technology
- Technological Change Random Shock or Conscious Choice? | Sai Prakash R, Indian Institute of Management, Bangalore
- Strategy as Cognitive and Political Construction for Managing University-Industry Relationships | Emilio Bellini, University of Sannio

Monday 12:00PM

648: (*ICW*) **Journal of Organizational Behavior Luncheon** 12:00pm - 2:00pm Atlanta Marriott Marquis: Garden Terrace

Organizer: Denise M Rousseau, Carnegie Mellon University

649: (MED) Past Division Chairs' Lunch

12:00pm - 2:00pm Hyatt Regency Atlanta: Executive Room 219

Organizers: Laurie Milton, U of Calgary, U of Western OntarioHosts: Steve Armstrong, U of Hull; J.B. Arbaugh, U of Wisconsin, Oshkosh Organizers: James A F Stoner, Fordham U.; Laurie Milton, U. of Calgary/U. of Western Ontario

Hosts: Steven Armstrong, U. of Hull; J B Arbaugh, U. of Wisconsin. Oshkosh

Monday 12:20PM

650 ■: (AAS) How Can the AOM Help Transform Knowledge to Action in the Public Domain?

12:20pm - 2:10pm Atlanta Marriott Marquis: International 6

Is scholarly management knowledge useful and influential to private sector managers and policy makers?

Moderator: Sara L Rynes, U. of lowa

Participants: William G Ouchi, U. of California, Los Angeles;

Andrew M Pettigrew, U. of Bath; Debra L. Shapiro, U. of Maryland

651: (AAS) The Sounds of Voice and Silence:Antecedents, Outcomes and Processes of Speaking Up at Work

12:20pm - 2:10pm Atlanta Marriott Marquis: International 7

Chairs: Ethan Burris, University of Texas at Austin; James R.

Detert, Pennsylvania State U.

Discussant: Jerald Greenberg, Ohio State U.

Pressures of Position: Leadership and the Problem of Staying Open to Voice from Below | Susan J Ashford, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Elizabeth Wolfe Morrison, New York U.

Employee Silence and Whistle Blowing: The Case of "Dr. Death" | Marissa S. Edwards, U. of Queensland; John Gardner, U. of Queensland

- Personal Control and Employee Voice: The Case for a Non-Monotonic Relationship | Subrahmaniam Tangirala, U. of Maryland, College Park; Rangaraj Ramanujam, Purdue U., West Lafayette
- Voicing and Silencing Dissatisfaction in Self-Managed Work Teams | Karen Harlos, McGill U.; Isabel C Botero, Illinois State University; Amber N.W. Raile, Michigan State University
- Speaking Up Versus Being Heard: The Outcomes of Voice and Voice Discordance | Ethan Burris, University of Texas at Austin; James R. Detert, Pennsylvania State U.; Dan S. Chiaburu, Pennsylvania State U.

652 ○: (AAS) **Organizational Trust and the Public Concern**

12:20pm - 2:10pm Hyatt Regency Atlanta: Int'l Ballroom South Organizer: Anitza Ross Grubb, U. of California, Irvine Chair: Jone L. Pearce, U. of California, Irvine

The Paradox of Process Fairness | **Joel Brockner**, Columbia U. The Causes of Organizational Corruption | **Anitza Ross Grubb**, U. of California, Irvine

Positive Practices in Organizations | Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Robert E Quinn, U. of Michigan; Kim Cameron, U. of Michigan

Managing Discrimination in Selection: The Impact of Accountability and Social Dominance Orientation

Elizabeth Eve Umphress, Texas A&M U.; Wendy R. Boswell, Texas A&M U., College Station; Aneika L Simmons, Texas A&M U.; Maria Carmen Triana, Texas A&M U.

653 €: (AAS) Thirty-Five Years of Workplace Reform and Research: An All Academy Symposium

12:20pm - 2:10pm Hilton Atlanta: Grand Ballroom C

Organizer: Debra J. Cohen, Society for Human Resource Management

Introduction | Debra J. Cohen, Society for Human Resource Management

Work in America – 1972 | James O'Toole, University of Southern California

The New American Workplace | Edward E. Lawler, U. of Southern California

Economic Impact of Employee Behaviors | Wayne F. Cascio, U. of Colorado, Denver and Health Sciences Center

Restoring Voice at Work and in Society | Thomas A Kochan, Massachusetts Institute of Technology

654 ■: (AAS) New Perspectives on Cross-Cultural Knowledge: In Search of Action Plans to Service Global **Economy**

12:20pm - 2:10pm Hilton Atlanta: Grand Ballroom D

Organizer: Detelin S Elenkov, U. of Tennessee, Knoxville Psychological Capital Across Cultures: The Use of Micro-Interventions | Fred Luthans, U. of Nebraska, Lincoln

New Perspective on Cross Cultural Knowledge | John D Daniels, U. of Miami

Bringing Transition Economies into the Global Arena Through Corporate Governance | Sheila M. Puffer, Northeastern U.

Reconceptualizing the Self in a Cultural Context: Moving from Outside to Inside | Christopher Earley, National U. of Singapore

Advancing Our Understanding of Effective Working and Organizing in the Global Economy | Cristina Gibson, U. of California, Irvine

Reconceptualizing Organizational Change in Different Environmental Contexts | William Q Judge, U. of Tennessee

Reconsidering Rationality and Decision-Making Effectiveness From a Cross-Cultural Perspective | Detelin S Elenkov, U. of Tennessee, Knoxville

655 ■: (BPS) **Dynamic Capabilities**: **Understanding** Strategic Change in Organizations

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - Bonn

Presenters: Sydney Finkelstein, Dartmouth College; Constance E Helfat, Dartmouth College; William G Mitchell, Duke U.; Margaret Peteraf, Dartmouth College; Harbir Singh, U. of Pennsylvania

656 →: (Paper Session) - (BPS) Diversification/M&A: Being Institutionalized Across the Globe

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - London

Chair: David Lanier Major, U. of Maryland, College Park

Discussant: Srilata Zaheer, U. of Minnesota

→ Diversification and Innovation in a Transitional Economy: An Institutional Voids Perspective | Changhui Zhou, Peking U.; Charles Dhanaraj, Indiana U., Bloomington

- **₱**□→Business Group Affiliation and Firm Performance during Institutional Transition | Ajai Gaur, National U. of Singapore; Andrew Delios, National U. of Singapore
- ₽ → A Contingency Theory of Political Connections: Business Group Diversification in Emerging Economies | Chi-Nien Chung, National U. of Singapore; Ishtiaq Pasha Mahmood, National U. of Singapore
- → Performance Implications of Interlocks with the State | Ilya Okhmatovskiy, U. of Southern California

657: (Paper Session) - (BPS) Competitive Advantage: Don't Take a Slice of My Pie (Stakeholders and Valuable Resources)

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - State

Chair: Jason A. Harkins. U. of Oklahoma

Facilitator: Marvin B Lieberman, U. of California, Los Angeles Human Capital, Social Capital & Executive Compensation: Resource Contribution v. Value Appropriation | Dante DiGregorio, U. of New Mexico; Ken G. Smith, U. of Maryland; Kevin Clark, Villanova U.

Undervalued Strategic Factors and Human Choice: An Extension of Resource Base Theory | Jonathan D. Arthurs, Washington State U.; Jason A. Harkins, U. of Oklahoma; David M. Townsend, U. of Oklahoma

Using Stock Options to Retain Worker-Embedded Knowledge Benjamin A. Campbell, U. of Pennsylvania

Beyond Star Power: Competition For Returns Within Hollywood Motion Picture Projects | Paul Skilton, Arizona State U. Polytechnic

658: (Paper Session) - (BPS) Networks: Boundary Problems (Beyond transaction costs)

12:20pm - 2:10pm Atlanta Marriott Marquis: International 8

Chair: Joseph Broschak, U. of Illinois at Urbana-Champaign Facilitator: Daniel Walter Elfenbein. Washington U. in St. Louis

- → Need for Scale and Alliance Formation: Collaborative vs Autonomous Production of Aircraft, 1949-2000 | Bernard Garrette, HEC Paris; Xavier Castaner, HEC Paris; Pierre **Dussauge**, HEC Paris
- The Impact of Transaction Costs and Industry Experience on Make-or-Buy Decisions | Nicholas Argyres, Boston U.; Lyda S. Bigelow, Washington U. in St. Louis
- Is Transaction Cost Theory An Empirical Success Story? A Meta-Analytic Examination | T. Russell Crook, Northern Arizona University: **Jim Combs**. Florida State U.: **David** Ketchen, Auburn U
- How Do Asset Specificity Of Transactions, And Firm Specificity Of Resources Affect Firm Boundaries? Christoph Zott, INSEAD; Raphael H Amit, U. of Pennsylvania

659: (Paper Session) - (BPS) Governance: Since You've Been Gone (CEO Succession)

12:20pm - 2:10pm Atlanta Marriott Marquis: International 9 Chair: Ling-Hsiu Chen, Kun Shan University

Facilitator: Nandini Rajagopalan, U. of Southern California The Attributive Change of Executive Team Members as a

Lever for Strategic Change | Riu Yokota, U. of Tsukuba; Hitoshi Mitsuhashi, U. of Tsukuba

- Investment Analysts, Market Signals, and Their Impact on CEO Dismissal | Margarethe F Wiersema, U. of California, Irvine; Mark Washburn, U. of California, Irvine
- A Process Model of Settling Up: Linking Firm Failures to Executive Unemployment | **Kurt Wurthmann**, Columbia U.
- Executive Turnover and Subsequent Firm Performance: the Role of Transactive Memory Systems in TMTs | Tiemin Wang, London Business School

12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - BPS 1

Presented on Panels 18-30

- Contracts as an Organizational Phenomenon: A Review of Empirical Research on Inter-firm Contracts | Marco Furlotti, Bocconi U.
- Firm Performance of the Extended Enterprise: an Organizational Network Design Perspective | Diederik W. Van Liere, Erasmus U. Rotterdam; Otto Koppius, RSM Erasmus U.; Peter Vervest, Erasmus U. Rotterdam; Martijn Hoogeweegen, Erasmus U. Rotterdam; Lorike Hagdorn, Erasmus U. Rotterdam
- Developing Market Orientation In B2B Interfirm Relationships: An Absorptive Capacity Explanation | Lourdes Perez, EADA; Juan Florin, U. of Connecticut; Joan Mundet, Universitat Politècnica de Catalunya
- Co-ordination, Appropriation and Governance Mechanisms in Alliances | Stephen B Tallman, U. of Richmond; Anupama Phene, U. of Utah
- Choice of Governance Mechanisms in Biotechnology Alliances | Jongwook Kim, Western Washington U.
- Interorganizational Linkages and Bargaining Power Influences on the Performance of Franchise Chains | Jerome Barthelemy, ESSEC
- Learning From Strategic Alliances: How Companies Take Advantage To Knowledge Learned In Alliances | Nicolas Rolland. CERAM
- → Firm Location and Reliance on Cross-Border Ethnic Networks: Evidence from India's Software Industry | Ramana Nanda, Massachusetts Institute of Technology; Tarun Khanna, Harvard Business School
- Examining the Relationship Between Managerial Ties and Firm Performance Through Real Options Lens | Heli Wang, Hong Kong U. of Science and Technology; Rajiv Krishnan Kozhikode, Hong Kong Univ. of Science & Technology
- Examining Resources, Innovation and Strategies in Buyer-Supplier Contexts | Ananda Mukherji, Texas A&M International U.; John D. Francis, San Diego State University; Jyotsna Mukherji, Texas A&M International U.
- Diversification, Cooperation and Competition: Impact of Diversification on Joint-venturing | Suhaib Riaz, U. of Western Ontario; Jean-Louis Schaan, U of Western Ontario; Glenn Rowe, U. of Western Ontario
- ● Do firms learn to manage alliance portfolios? | Koen Heimeriks, Copenhagen Business School
- Why Collaboration is Not the Holy Grail: An Overview of Downsides of Interorganizational Cooperation | Paul W.L.

Vlaar, Erasmus U.; Luuk R.W. Derksen, RSM Erasmus U.; Thijs W. de Gunst, RSM Erasmus U.; Arvid van Dam, RSM Erasmus U.

661 ◆JS: (BPS, OMT) Stakeholders in Organization Theory and Strategic Management: Opportunities and Obstacles

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - Sydney

Organizer: Alison Mackey, Texas A&M U.

Stakeholders in Organization Theory and Strategic Management: Obstacles and Opportunities | Alison Mackey, Texas A&M U.; Tyson Brighton Mackey, Texas A&M U.

- The Diffusion of Freeman's Stakeholder Theory | Aleksandra Joanna Kacperczyk, U of Michigan Ann Arbor; James P Walsh, U. of Michigan, Ann Arbor
- Towards a Stakeholder Theory of the Firm in Strategic Management | **Joseph Mahoney**, U. of Illinois, Urbana-Champaign
- The Challenges of Applying Stakeholder Theory to Strategic Management Research | Jay B Barney, Ohio State U.
- The Government as an Understudied Stakeholder | Amy Hillman, Arizona State U.
- On Taking 'Organization' for Granted: Some Fallacies and the Need for Microfoundations | **Teppo Felin**, Brigham Young U. *Participant:* **Jay B Barney**, Ohio State U.

662 SHCS: (BPS, OMT) Dynamic Models of Product, Organizational, and Network Competition

12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis - Salon III

Chair: Brian S. Silverman, U. of Toronto

Discussants: Javier Gimeno, INSEAD; Peter W Roberts, Emory U. Understanding Industry Evolution and Product Exit:

Complementarities and Competition in Firm Strateg | **John M de Figueiredo**, UCLA; **Brian S. Silverman**, U. of Toronto

- Abandoning Innovation in Emerging Industries | Barry Bayus, U. of North Carolina, Chapel Hill; Mary Tripsas, Harvard Business School
- Organizational Inertia after Deregulation | **Tammy L. Madsen**, Santa Clara U.; **Gordon Walker**, Southern Methodist U.
- Market Ties that Bind: The Constraints of Demand-side Competition on Supplier-side Acquisitions | Olav Sorenson, London Business School; Michelle A. Rogan, London Business School

663 ♥→ ■SHCS: (BPS, OMT, MC) Evolution of Practices and Dynamic Capabilities: A Cross-Country Study in the Consulting Industry.

12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis - Salon I

Organizers: Elena P Antonacopoulou, U. of Liverpool; Theo Peridis, York U.

Chair: Linda Argote, Carnegie Mellon University

Discussants: Martha S. Feldman, U. of California, Irvine; Maurizio Zollo. INSEAD

ZOIIO, INSEAD

Presenters: Bente Elkjaer, Danish U. of Education; Yvon

Pesqueux, CNAM Paris (France); Georges Romme, Eindhoven U.

of Technology; **Georg Schreyogg**, Freie U. Berlin *Participant:* **M. Susan Taylor**, U. of Maryland

664 € ■JS: (CAR, MED, GDO) Advances in Leadership Development: Developing the Leader as a Whole Person 12:20pm - 2:10pm Hyatt Regency Atlanta: Cairo

Chairs: Stewart D. Friedman, U. of Pennsylvania; Alyssa Jill Friede, Michigan State U.

Developing Leadership Potential: The Role of Reflection | Bruce Avolio, U. of Nebraska; Jakari Griffith, Florida A & M U.; Adrian YL Chan, U. of Nebraska-Lincoln; Tara Wernsing, U. of Nebraska

Adaptive Training for Resilient Leaders | Andrew J. Shatte, U. of Pennsylvania

A Holistic Approach to the Development of Women Leaders | Marian Ruderman, Center for Creative Leadership

Experiments Designed to Increase Business Results by Enriching Lives | Stewart D. Friedman, U. of Pennsylvania; Alyssa Jill Friede, Michigan State U.

A Program for Holistic Leadership Development I Sharon Lobel, Seattle U.

665 CAU: (CAU) Increasing Students' Opportunities for Involvement: Exploring Ways to Make Students Matter.

12:20pm - 2:10pm Hyatt Regency Atlanta: Brussels

Organizer: Haze Nicole Schepmyer, Massey College, U. of Toronto

666: (CM) Conflict Management (CM) Division Lounge: A Place to Meet Over the Lunch Hour

12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover A Stop by the CM Division lounge. Bring your lunch, relax, meet new people, reconnect with others, and learn about our division. Come anvtime.

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

667 € ■JS: (CM, OB) Administrative Responses to Injustice

12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover C

Chair: Tyler G. Okimoto, Flinders University of South Australia An Evaluation of the Swedish Legislation Concerning Bullying and Victimization in the Workplace | Helge Hoel, U. of

Punishment Effects in Organizational Dispute Systems: The Impact of Groups and Accountability | Peter Carnevale, New York U.; Gaëlle C. Pierre, New York University

Managing Vigilantes: Promoting Forgiveness & Reconciliation Instead of Revenge | Thomas M Tripp, Washington State U.

Retributive and Restorative Justice | Tyler G. Okimoto, Flinders University of South Australia; Michael Wenzel, Flinders University of South Australia; Norman T. Feather, Flinders University of South Australia; Michael J. Platow, Australian National University

668 ⇐: (Paper Session) - (CMS) Critical Understandings of **Power in Organizations**

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 4 - Yukon Examinations of Power and Control and Organizing Chair: Chris Russell, U. Wales Inst. Cardiff Discussant: Sarah Stookey, U. of Massachusetts

A Comparative Ethnographic Study of Shop Floor Micro-Politics. Power and Conflict | Diana Sharpe, Monmouth U.

- Organizational Control and The Catholic Church: A Case Study | Craig R. Littler, St. Andrews U.; Julian Randall, Aberdeen Business School
- ■Information System Discourse and The Resolution of Coordination and Cooperation Problems | Manuel Hensmans, London Business School

The Power of Translation: Preserving Legitimacy through the Justified Exclusion of Other | Viktorija Kalonaityte, Lund U.; Anna Stafsudd, Lund U.

669 → •: (Paper Session) - (CMS) Contemporary Capitalism and Globalism

12:20pm - 2:10pm Atlanta Marriott Marquis: Tigris & Danube Crtical Assessments of Global Institutions and 21st Century Capitalism

Chair: Kathleen Park, Massachusetts Institute of Technology Discussant: Mo Yamin, U. of Manchester

A Critical Perspective on Market Strategy | Alex Faria, EBAPE-**FGV**

- ■The Social Construction of Legitimate Risk and Public Inquiries: A Case Study | Cagri Topal, U. of Alberta; Robert P. Gephart, U. of Alberta
- ■Can Capitalism Stand the Test of Time? | Charl Du Plessis, U. of Virginia
- → Corporate Legitimacy as Deliberation: A Political Framework | Guido Palazzo, U. of Lausanne; Andreas Georg Scherer, U. of Zurich

670 ■SHCS: (CMS, OMT, RM) The Discursive Turn: So What?

12:20pm - 2:10pm Hilton Atlanta: Grand Salon C

Chairs: Alessia Contu, Lancaster U.; Hugh Willmott, U. of Cambridge

Embodying Discourse: Reforming, Performing, Transforming "The Discursive Turn" | Marta B. Calas, U. of Massachusetts. Amherst; Linda Smircich, U. of Massachusetts, Amherst

The Discursive Turn – What Knowledge and Politics for Organisation Studies? | Alessia Contu, Lancaster U.

The Discursive Turn: Creating a Meaningful Agenda | David Stephen Grant, U. of Sydney; Clifford Oswick, Leicester U.

Discourses of Knowledge Production: Theoretical Lenses from the Philosophy of Science | Martin J Kilduff, Pennsylvania State U.; Ajay Mehra, U. of Cincinnati

The Discursive Turn: Possibilities and Potentials for Knowledge and Action | Nelson Phillips, Imperial College London

671: (Paper Session) - (ENT) Entrepreneurial Cognition 12:20pm - 2:10pm Hilton Atlanta: Council/Cabinet Room

Chair: Norris F Krueger, TEAMS/Entrepreneurship Northwest Explorer or Accidental Hero? Extending Entrepreneurial Discovery Theory on Cognitive Foundations | Kevyn Yong, Cornell U.; Patrick J. Murphy, DePaul U.

Exploring the Constitution of Entrepreneurial Alertness: The Regulatory Focus View. | Jintong Tang, U. of Alabama

○→ Entrepreneurial Cognitions and Transaction Commitment: An Application to Practice | Brock Smith, U. of Victoria;

Ronald K Mitchell, Texas Tech U.; Eric A. Morse, U. of Western Ontario; J. Robert Mitchell, Indiana U.

Affect and Entrepreneurial Cognition: How Feelings Shape Thought During The Entrepreneurial Process | Robert Baron, Rensselaer Polytechnic Institute

672: (Paper Session) - (ENT) Entrepreneurship in China 12:20pm - 2:10pm Hilton Atlanta: Embassy Room

Chair: Manjula S Salimath, University of North Texas

- → Formal v. Informal Institutional Determinants of Entrepreneurship in Urban China I Michael Louis Troilo, U. of Michigan, Ann Arbor
- ■Does Stage Matter in Chinese New Ventures? Learning, Network, and Corporate Entrepreneurship. | Chunyan Jiang, Nanjing U.; Shige Makino, Chinese University of Hong Kong; Shuming Zhao, Nanjing U.
- → Institutional Transitions and Market Opportunities: Entrepreneurship in China. | Deborah Yue, Stanford U; Jiatao Li, Hong Kong U. of Science and Technology

Knowing Better of the Sea? A Study of Serial Entrepreneurship in China. | Sali Li, U. of Utah; William S Schulze, U. of Utah; Zhineng Li, Case Western Reserve U.

673: (Paper Session) - (ENT) Governance in Entrepreneurial

12:20pm - 2:10pm Hilton Atlanta: Washington

Chair: Chamu Sundaramurthy, San Diego State University Corporate Governance in IPOs: Watching over Founding Stewards versus Controlling Mercenary Agents | Jason Moschella, Concordia U.; Martin L. Martens, Concordia University; Jean McGuire, Concordia U.

- Managing Paradoxical Modes of Governance—Profit and Growth: Towards Aligned and Co-Evolved Structure | Mary Han, Ryerson U.
- •An Engagement Theory of Governance: Dynamics of Structure & Practice in High Growth Firms | Teresa Nelson, Suffolk U.; Huseyin Leblebici, U. of Illinois
- How Entrepreneurial Firms Govern Relationships with Dominant Exchange Partners | Doug Bosse, Ohio State U.; Sharon Alvarez, Ohio State U.

674 □ • S: (ENT. MED. GDO) Educational Strategies for the Professional Development of Womenpreneurs

12:20pm - 2:10pm Hilton Atlanta: Crystal Ballroom C & D

Chair: Nan S. Langowitz, Babson College

The State of College and University Entrepreneurial Programs for Women. Where are We? | Dorothy Perrin Moore, Citadel School of Business Administration; John E. Clarkin, College of

Across Disciplines: Designing an Interdisciplinary Program for Aspirants and Women Entrepreneurs at the University Level | Frank Hoy, U. of Texas, El Paso

Women in Transition to Entrepreneurial Endeavors | G. Dale Meyer, U. of Colorado

Enabling Action: How to Gain Corporate and Business Sponsors to Establish Women's and Minority Entreprenurship Programs | Timothy S Mescon, Kennesaw State U.

675: (Paper Session) - (GDO) Multi-Level Influences on Social (Re)Construction: Sustaining and Disrupting the Status Quo

12:20pm - 2:10pm Hyatt Regency Atlanta: Lenox

Chair: Jeanie M. Forray, Western New England College Discussant: Denise Lewin Loyd, Massachusetts Institute of

Encountering One Another: Feminist Relationships in Organizational Research | Kristina A. Bourne, U. of Wisconsin. Eau Claire

₽Unmasking Manly Men: The Organizational Reconstruction of Men's Identity in Dangerous Workplaces | Robin Ely, Harvard U.: **Debra Meverson**. Stanford U.

Harlow Distinguished Paper Award Nominee

₽ Status and the Social Construction of Workplace Deviance | Hannah Riley Bowles, Harvard U.; Michele J. Gelfand, U. of Maryland

Harlow Distinguished Paper Award Nominee

Status Construction and Group Position Influences on the Demography of Front-Line Supervisors | Gregory Fairchild, U. of Virginia

676 JS: (GDO, CAR) She's Having a Baby!?: The Transition to Motherhood and Working Women's Identity and Careers

12:20pm - 2:10pm Hvatt Regency Atlanta: Inman

Chairs: Judith A. Clair, Boston College; Danna Greenberg, Babson College

Discussant: Laura Morgan Roberts, Harvard U.

Better Later than Earlier? Age at First Birth and its Impact on Perceived Career Success | Jamie J. Ladge, Boston College; Monique Valcour, Boston College

Private to Public: Emerging Images and Identities for Pregnant Women in the Workplace | Danna Greenberg, Babson College; Judith A. Clair, Boston College

Nurturing Identity, Professional Identity: Breastfeeding and the Return to Paid Employment | Sandy Kristin Piderit, Case Western Reserve U., Latha Poonamallee, Case Western Reserve U.

677 SHCS: (GDO, HR, OB) Sexual Orientation in the Workplace: Current Issues

12:20pm - 2:10pm Hilton Atlanta: Grand Salon E

Chairs: Shaun Pichler, Michigan State U.; Tamara Bruce, Michigan State U.

Discussant: Scott Button, C2 Technologies

For What Job? An Investigation of Individual Difference and Job-Related Factors in Hiring | Shaun Pichler, Michigan State U.; Tamara Bruce, Michigan State U.; Arup Varma, Loyola U., Chicago

Gender, Gendered Identities, and Transformational Leadership | Charlie Law. Rice U.: Eden King. Rice U.: Michelle R. Hebl, Rice U.

Impact of Career-Life Conflict on Disclosure and Attitudes Towards Organization Among Gay Men | Raymond Nam Cam Trau, Deakin U.; Charmine E. J. Hartel, Monash U., Clayton

Sexual Orientation Harassment and Workplace Climate I Tamara Bruce, Michigan State U.: Nichole Buchanan, Michigan State U.

The Efficacy of Diversity Training Initiatives: Evaluating Strategies for Improving the Experiences | Eden King, Rice U.: Michelle R. Hebl. Rice U.: Juan M. Madera. Rice U.: Margaret Elizabeth Beier, Rice U.; Miguel Quinones, U. of Arizona

678 € ■JS: (GDO, OB) Workplace Diversity: Empirical and **Theoretical Contributions**

12:20pm - 2:10pm Hyatt Regency Atlanta: Kennesaw

Chairs: Marie-Elene Roberge, Ohio State U.; Rolf Van Dick, U. of

Optimizing Individual Learning in Demographically Diverse Group Settings | Yves R. F. Guillaume, Aston U.; Felix Brodbeck, Aston U.; Rolf Van Dick, U. of Frankfurt

Examining the Diversity Effects of Beliefs and Identity Salience on Team Functioning | Astrid C. Homan, Leiden U.

Employees' Sense of Psychological Safety: An Important Concept for Workplace Diversity | Marie-Elene Roberge, Ohio State U.; Rolf Van Dick, U. of Frankfurt

Should Service Providers "Come Out" to Customers? A Test of Self-disclosure and Social Identity | Carolyn Wiethoff, Indiana U., Bloomington

679 (Paper Session) - (HCM) Health Care Management: A Sampler

12:20pm - 2:10pm Hilton Atlanta: Board & Directors - HCM Presented on Panels 1-5

- Financial Health of Private Sector Hospitals in India | Ramesh Bhat, Indian Institute of Management Ahmedabad
- The Effect of Performance Improvement Teams' Activities on Organizational Learning | Anita L. Tucker, U. of Pennsylvania: Ingrid M. Nembhard. Harvard U.
- Impact of Management Approach on Clinical Outcomes | Naresh Khatri, U. of Missouri, Columbia; Gregory F Petroski, University of Missouri - Columbia; Jonathon R. Halbesleben, U. of Missouri; Wilbert Meyer, University of Missouri - Columbia
- W W Healthcare Capacity Measurement and Management Elisabeth Anastasia Chatziaslan, The University of Manchester; David Bamford, Manchester U.
- Standardizing Expert Work Through Organizations and Professions | Amit Nigam, Emory U.

680: (Paper Session) - (HR) Pay Policies: Effects on Behavior

12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover B

Chair: Karl Galen Kroeck, Florida International U.

Discussant: Charles H. Fay, Rutgers U.

- ₽ Sorting and Incentive Effects of Pay-for-Performance: An Experimental Investigation | Fei Song, Ryerson U.; Bram Cadsby, U. of Guelph; Francis Tapon, U. of Guelph
- "How" Versus "How Much" You Pay: The Effects of Various Pay Components on Future Performance | Michael Sturman, Cornell U.
- ₱Organizational Risk, Pay Risk, and Managers' Reactions | Daniel M Cable, U. of North Carolina, Chapel Hill; Matt C **Bloom**. U. of Notre Dame

Decoupling Explained and Unexplained Pay Dispersion to Predict Organizational Performance | Charlie O. Trevor, University of Wisconsin-Madison; Barry Gerhart, University of Wisconsin-Madison; Gregory P Reilly, U. of Wisconsin, Madison

681 ♥→ •: (HR) Human Resource Management and Performance: Challenging Issues and New Directions

12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover F Symposium Co-chairs: Hui Liao & David P. Lepak

Employment Volatility and Firm Performance: Evidence from Two Studies Using Panel Data | James P Guthrie, U. of Kansas; Yong-Yeon Ji, U. of Kansas; Jake Messersmith, U. of Kansas

Vertical and Horizontal Pay Dispersion and Store Outcomes: Implications for Strategy Implementation | Sven Kepes, U. of Arkansas; John E. Delery, U. of Arkansas; Jason D. Shaw, U. of Kentucky; Nina Gupta, U. of Arkansas

Strategic Human Resource Management and Firm Performance: What Can We Learn from Small Businesses? | Matthew Allen, Cornell U.; Christopher Collins, Cornell U.

High Performance Work System for Customer Service: Content, Process, and Impact on the Bottom Line | Hui Liao, Rutgers U.; Keiko Toya, Toyo University; David P Lepak, Rutgers U.; Ying Hong, Rutgers U., Livingston

682: (Paper Session) - (HR) Off-shoring, Outsourcing, and **Contingent Work Relationships**

12:20pm - 2:10pm Hyatt Regency Atlanta: Manila

Chair: Lisa T. Stickney, Temple U.

Discussant: Benjamin B. Dunford, Purdue U.

- Offshoring, Exit and Voice: Implications for Organizational Theory and Practice | Raza A Mir, William Paterson U.; Hari Bapuji, U. of Manitoba; Ali Mir, William Paterson U.
- → Exploring the Perceived Effectiveness of Human Resource Outsourcing from the Resource-Based View | Hsi-An Shih, National Cheng Kung U.; Yun-Hwa Chiang, Ming Chuan U.
- The Use of Contingent Workers and the Firm's Competitive Position | Lisa T. Stickney, Temple U.

From Unemployment to Underemployment: The Lesser of Two Evils? | Meghna Virick, San Jose State U.; Juliana Durr Lilly, Sam Houston State University

683: (Paper Session) - (HR) Training Outcomes: The Role of Context

12:20pm - 2:10pm Hyatt Regency Atlanta: Singapore

Chair: Christopher O.L.H. Porter, Texas A&M U.

Discussant: Christopher O.L.H. Porter, Texas A&M U.

₱Does Team Training Enhance Team Processes,

Performance, and Team Member Affective Outcomes? I Cameron Klein, U. of Central Florida; Eduardo Salas, U. of Central Florida; Shawn Burke, University of Central Florida; Gerald F. Goodwin, U. S. Army Research Institute; Stanley M.

Halpin, U.S. Army Research Institute; Deborah DiazGranados, U. of Central Florida

An Examination of the Relationship of Context and Conscientiousness to Training Motivation | Daniel L. Morrell, U. of South Carolina; Audrey Korsgaard, U. of South Carolina

- When Do Firms Invest in Training? It Depends on Industry Environment and Firm Size | Yingchun Wang, U. of Minnesota, Twin Cities; Richard Arvey, U. of Minnesota; Zhen Zhang, U. of Minnesota; Qiushi Wang, U. of Nebraska Omaha
- ■Putting Training into Context: A Cross-level, Longitudinal Investigation of Training Effectiveness | Xiangmin Liu, Cornell U.; Rosemary Batt, Cornell U.

684 SHCS: (HR, IM, OB) Around the World in Eighty Ways: New and Nuanced Perspectives on International Assignments

12:20pm - 2:10pm Hilton Atlanta: Grand Salon B *Chair:* **Maria Kraimer**, U. of Melbourne

Goal Orientation and Emotional Stability Effects on Expatriates: The Role of Psychological Workplace | Riki Takeuchi, Hong Kong U. of Science and Technology; Mo Wang, Portland State U; Yaping Gong, Hong Kong U. of Science and Technology

Expatriate Performance in Greater China: Does Age Matter? | Jan Selmer, Aarhus School of Business

Inpatriates as Conduits of Knowledge Flows: The Roles of Social Capital, Intellectual Capital, and C | B. Sebastian Reiche, U. of Melbourne; Anne-Wil Harzing, U. of Melbourne

Frustrated or Proactive Repatriates? Integrating Traditional and Emerging Views of Repatriate Turnov | Mila B.
Lazarova, Simon Fraser U.; Jean-Luc Cerdin, ESSEC Business School

A Role Identity Perspective on Repatriate Withdrawal Tendencies | Maria Kraimer, U. of Melbourne; Margaret Shaffer, U. of Wisconsin, Milwaukee; David A. Harrison, Pennsylvania State U.; Hong Ren, Pennsylvania State U.

685 (IM) Management Involvement Committee: Roundtable on International Activities

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Organizer: Gerhard Apfelthaler, FH Joanneum
Division Chair: D Eleanor Westney, Massachusetts Institute of

Division Chair-Elect.: Ravi Ramamurti, Northeastern U. Program Chair: Timothy Michael Devinney, Australian Graduate School of Management

Professional Development Workshop Chair: **Tatiana Kostova**, U. of South Carolina

686 →: (Paper Session) - (IM) The Creation and Survival of MNC Subsidiaries

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Madrid

Chair: Ivan Manev, U. of Maine

Discussant: Simon Peck, Case Western Reserve U.

- → Foreign Subsidiary Formation in U.S. Multinational Corporations: An "OLIN" Framework | Kiyohiko Ito, U. of Hawai'i, Manoa; Elizabeth L. Rose, Victoria U. of Wellington; Amanda E.K. Budde, University of Hawaii--Manoa
- →Real Call Options to Build Up Foreign Subsidiaries | Jan Hendrik Fisch, Hohenheim U
- Which Ties Matter When? The Strategic Impact of Network Linkages on Foreign Subsidiary Survival | Jing'an Tang, U. of Western Ontario; Paul Beamish, U. of Western Ontario

IM Best Paper Finalist

→ Survival Threat to an MNE's Subsidiaries in Proximate Clusters: Analysis of the Great China Region | Cher-Min Fong, National Sun Yat-Sen U.; Hua-Lun Ho, National Sun Yat-Sen U.

687 →: (Paper Session) - (IM) Diversity in International Teams

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Stockholm *Chair:* **Schon Beechler**, Duke Corporate Education *Discussant:* **Henry W Lane**, Northeastern U.

- → Transcending Borders with International Top Management Teams: A Study of European Financial MNCs | Winfried Ruigrok, U. of St. Gallen; Peder M. Greve, U. of St. Gallen; Sabina Tacheva, U. of St. Gallen
- ◆ Unravelling the Diversity-Performance Link: Metaanalysis of Research on Cultural Diversity in Teams | Guenter Stahl, INSEAD; Martha L Maznevski, IMD; Andreas Voigt, London Business School; Karsten Jonsen, IMD
- ₱The Influence of Status Cues on Collective Identity in Teams of Different National Composition | Christina Lea Butler, Kingston U.
- ▶ TMT Heterogeneity, National Culture, and MNC Performance: Is Diversity our Weakness? | Adrian Gil, U Texas El Paso

688 →: (Paper Session) - (IM) The Dynamic Path of International Expansion

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Trinidad *Chair:* **Joseph A LiPuma**, Boston U.

Discussant: Heather Berry, U. of Pennsylvania

- → Pace of Foreign Expansion and FDI Performance | Ruihua Joy Jiang, Lehigh U.; Jane Lu, Singapore Management U.
- → Non-Incremental International Expansion Strategies and Performance | Sea Jin Chang, Korea U.; Jay Hyuk Rhee, Korea U.
- → Globalization and Location Choice: An Analysis of U.S.-Based MNCs (1980-2001) | Ricardo Gabriel Flores, U. of Illinois at Urbana-Champaign; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign
- → Internationalization Path, Pace and Performance of Non-Diversified U.S. Pharmaceutical Firms | Lei Li, U. of Portland; Weilei (Stone) Shi, U. of Pittsburgh; Dan Li, Indiana U.

689 → ③: (Paper Session) - (IM) Cross Cultural Management: Justice, Trust, and Leadership

12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - IM 1 Presented on Panels 14-17

- The Study of Trust's Role in Localization of Multinational Business | Yu-Chuan Tung, Naional Kaohsiung U. of Applied Science; Yiping Lin, Sourthern Taiwan U. of Technology; Yi-Jung Chen, National Sun Yat-Sen U.
- →

 A Cross-Cultural Test of Colquitt's Four-Factor Justice

 Model: United States, Taiwan and the PRC | Lawrence

 Gales, U. Cincinnati; Cordula Barzantny, Groupe ESC Toulouse

 Business School; Jie Li, U. Cincinnati

→
Managing Change in Egypt: Managerial Influence and Employee Perceptions of Justice | Stacie Furst, Louisiana State U.; Maha ElShinnawy, American University in Cairo

690 → ③: (Paper Session) - (IM) Developing Internationalization Competences and Capabilities

12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - IM 2 Presented on Panels 1-4

- Developing Latecomer Firms to Compete Internationally: A Three-Sector Growth Model | C.H. Tzeng, McGill
- → Technological Competence and Patterns of International Expansion: The Case of Smaller Suppliers | Tatiana S. Manolova. Bentlev College
- → Resource Linkage and Capability Lifecycle | Chia-Wen Hsu, National Taiwan U.; Homin Chen, National Taiwan U.
- → Developing Dynamic Internationalisation Capabilities: The Legitimacy of Diversity and 'Messiness' | Carsten Zimmermann, U. of Cambridge

691 → JS: (IM. OMT. SIM) Cronyism as a Threat to Corporate Governance: A Multi-Disciplinary Perspective

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam Organizers: Naresh Khatri, U. of Missouri, Columbia; Eric WK Tsang, Wayne State U.

Presenters: Thomas M Begley, U. College Dublin; Ya-ru Chen, Rutgers U., Newark; Gerald F Davis, U. of Michigan, Ann Arbor; Thomas J. Donaldson, U. of Pennsylvania; Bryan W Husted, Tecnológico de Monterrey/Instituto de Empresa

692: (Paper Session) - (IP) Individual Differences in Decision Making

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency V - Table A1 Facilitator: Jean-Francois Coget, HEC Paris

- **MOC**: Emotion and Intuitive Decision-Making: How Movie Directors Make Snap Judgments on Set. I Jean-Francois Coget, HEC Paris
- **CHR**: 401(k) Retirement Contribution Decisions: Construal Level Theory, Feasibilities, & Projected Payoffs | Jeffrey J Bailey, University of Idaho
- **BPS**: Prospect Theory, Behavioral Theory & Threatrigidity: Combinative Effects on Organizational Decisions | Katsuhiko Shimizu, U. of Texas, San Antonio
- MOC: Impact of Mood and Emotion on Risk Preference. I Chien-Sheng (Richard Chan, U. of Washington
- **BPS**: Towards a Strategic Perspective on Escalation of Commitment | Ken Park, U. of Georgia

693: (Paper Session) - (IP) Trust, Reputation and Interfirm Collaboration

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency V - Table A2 Facilitator: Bilian Ni Sullivan, Hong Kong U. of Science and Technology

- **●ODC**: The Strategic Value of Trust: Within and Between Organizations | Barry A Macy, Texas Tech U.; Curt Moore, TCU: Jeff Rosa. Texas Tech University
- **BPS**: The Impact of Reputation, Information Asymmetry and Uncertainty on Alliance Formation | umit ozmel yavuz, Columbia U.

- □ → ■IM: Networks, Clients' Trust, and Professional Service Firms' Knowledge: Internationalization Challenges | Yuliani Suseno, Robert Gordon U.; Ashly H Pinnington, Robert Gordon U.
- **OMT**: Role Of Formal And Informal Alliance Characteristics In Trust Cultivation | Rekha Krishnan, Simon Fraser U.
- **OMT**: Can Connections always Help?: Network Ties and the Formation of Reputation Evaluation | Bilian Ni Sullivan. Hong Kong U. of Science and Technology

694: (Paper Session) - (IP) Managing Impressions: Process and Outcomes

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency V - Table A3 Facilitator: Hao Zhao, Rensselaer Polytechnic Institute

- **Q QCIS**: First-Impressions in Online Profiles: Psychological Processes in Knowledge Management Systems I Sameer Bajaj, New York U.; Lee S Sproull, New York U.
- **©MC**: Assessing Relationship Marketing in the Irish Management Consultancy Industry | Claudine Kearney, University College Dublin: Kathleen O'Reilly, University College Dublin; Cathal Houlihan, University College Dublin
- **OB**: When Bad is Good: Negativity Bias as an Impression Management Tactic in Peer Evaluations | Aurelia Ge-Gah Mok, Columbia U.
- SIM: An Investigation of the Influence of Corporate Communications and the Media on Perceptions of CSP I Tyler Earl Wry, U. of Alberta
- HR: Turning Internships into Job Applications and Job Offers | Hao Zhao, Rensselaer Polytechnic Institute

695: (Paper Session) - (IP) Intra-Organizational Learning Systems

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency V - Table A4 Facilitator: Pek-hooi Soh, National U. of Singapore

- **COMT**: Learning Orientation, Knowledge Management and Performance: A Study on Export-oriented Firms | Donggin Li. Not Specified
- **COMT**: Proventure Structures and the Internal Promotion of Ideas in Knowledge Service Organizations I Peter Mills. U. of Oregon; Michele L. Swift, U. of Colorado, Boulder
- **OCIS:** New Product Acceptance in the Click and Mortar Context: The Effects of Previous Customer Feedback | Emery Yao, U. of Kentucky; Ruolian Fang, U. of Kentucky; Brian R. Dineen, U. of Kentucky
- OM: Successful Six Sigma Implementation: Identifying the Essential Training Elements | Clara Downey, U. of Texas Pan American
- **OMT**: The Myopia of Legitimacy: Institutional forces in Organizational Learning | Sebastien Brion, U. of California, Berkeley

696: (Paper Session) - (IP) Organizational Effectiveness: Definitions. Measurement and Implication for Theorizing 12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VI - Table B1

Facilitator: Brian D'Netto, U. of South Australia

SIM: Breaking Down the Wall of Codes: Evaluating Non-Financial Performance Measurement | Aaron Chatterji, UC Berkeley; David Levine, UC Berkeley

- COMT: Towards Cumulative Knowledge: Fifteen Years of Evaluating Organizational Effectiveness & Performance | Yehuda Baruch, U. of East Anglia; Nelson Jorge Campos Ramalho, Setubal Polytechnic Institute
- **OM:** Linking Operations to Strategy: A Case Study of the Port of Long Beach | **Patti Lynn Collett**, U. of North Texas
- MED: Predictors of Management Development Effectiveness: An Australian Perspective | Brian D'Netto, U. of South Australia; Fotini Bakas, Mt Eliza Business School; Prashant Bordia, U. of South Australia

697: (Paper Session) - (IP) **Epistemological Discussions on Culture**

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VI - Table B2 *Facilitator:* **Florian A. Taeube**, U. of Frankfurt

- MOC: Emerging Management Concept: Living Human Values in South Africa | Mzamo P Mangaliso, U. of Massachusetts, Amherst; Nomazengele A. Mangaliso, Westfield State College
- **CMS**: Critical Perspectives in MOS: Some Ontological Reflections | **Chris McLean**, U. of Manchester; **Rafael Alcadipani Da Silveira**, U. of Manchester
- → IM: Culture & Management: The English-speaking
 Caribbean | Betty Jane Punnett, U of West Indies; Dion
 Greenidge, U. of the West Indies
- → IM: Cultural Reflections on Language in International Management: Expressing Emotion in Korea | Inju Yang, UCD
- → GDO: Remoteness, Indigeneity and Community Health Engagement Processes: A Discursive Approach | Bernard Joseph McKenna, U. of Queensland; Oluremi B. (Remi) Ayoko, U. of Queensland

698: (Paper Session) - (IP) **Person and Organization Constraints in Learning Processes**

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VI - Table B3 Facilitator: Alfred Kieser, Mannheim U.

- **TIM:** The Delicate Balance Act of Trying to Understand the Users' Perspective of Technology Based Services | **Peter R. Magnusson**, Karlstad U.
- ■ Student Experiences in Understanding and Rectifying Bias in Doctoral Course Learning | Nicole C. Jackson, Boston College; Raymond L. Paquin, Boston U.
- •OM: Rethinking Service Recovery: A Systematic Approach | Chao Wang, London Business School
- HCM: Defining Dangers: Event Classification in Aviation Safety Information Systems and Hospitals | Michal Tamuz, U. of Tennessee Health Science Center; Eric J. Thomas, U. of Texas Houston Medical School
- OMT: Bounded Rationality and Organizational Learning Based on Rule Changes | Alfred Kieser, Mannheim U.; Ulrich Koch, EnBW U.

699: (Paper Session) - (IP) Empowerment, Commitment and the Psychological Contract

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VI - Table B4 Facilitator: **Howard J Klein**, Ohio State U.

- **COMT:** Psychological Contracts and their Role in the Management of Knowledge in Organisations | **Deborah Blackman**, University of Canberra; **Graydon Davison**, U. of Western Sydney
- OB: A Psychological Contract View of Empowerment | Jose L.C. Costa Alves, U. of Massachusetts; Emily T. Porschitz, U. of Massachusetts, Amherst
- HR: Linking Commitment Management and Citizenship Behavior: the Role of Perceived Contract Fulfillment | Susan Zeidan, Victoria U.; Neal Knight-Turvey, Queensland U of Technology
- **QODC:** Improved Member Empowerment Through Psychological Ownership, AI, and Knowledge Management | **Joe Sprangel**, Lawrence Technological U.
- OB: Understanding Workplace Commitments Independent of Antecedents, Targets, Rationales and Consequences | Howard J Klein, Ohio State U.; Chad Brinsfield, Ohio State U.; Janice Molloy, Ohio State U.

700: (Paper Session) - (IP) Workplace Diversity: A Discourse on Issues

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: **Parshotam Dass**, U. of Manitoba

- →IM: Consequences of Workplace Boundary Impermeability: The Role of Cultural Grouping and Self-Construal | Jennifer (Min Ing) Loh, U. of Queensland; Cindy Gallois, U of Queensland; Simon Lloyd D. Restubog, U. of Queensland
- **GDO:** The Impact of Diversity Initiatives on the Attitudes of Black Healthcare Executives | **Peter A Weil**, American College of Healthcare Executives; **Peter Allen Kimball**, American College of Healthcare Executives
- HR: Inclusion in Human Resource Management Theory and Practice: An Integrative Approach | Debra A. Major, Old Dominion U.; Donald D. Davis, Old Dominion U.; Thomas D. Fletcher, U. of Missouri, St. Louis; Lisa M. Germano, Old Dominion U.
- ■BPS: Newly Appointed CEOs: A Qualitative Inquiry into the Reactions of the Media to Gender | Jason Myrowitz, Arizona State U.; Peggy M. Lee, Arizona State U.; Erika H. James, U. of Virginia
- → ■GDO: Growing Human Diversity Strategy Together: An Organic Perspective with the Network as a Mechanism | Parshotam Dass, U. of Manitoba

701: (Paper Session) - (IP) Institutional Foundations of Isomorphism

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VII - Table C2 Facilitator: **Glenn Morgan**, U. of Warwick

- ●TIM: New Industry Formation, Inverse Demand Curves and the Rewiring of Networks | Jeffrey Lee Funk, Hitotsubashi U.; Toshihiro Nishiguchi, Hitotsubashi U.
- →IM: The Internationalisation of Law Firms: Convergence, Path-Dependency or Hybridisation? | Glenn Morgan, U. of Warwick; Sigrid Quack, Wissenschaftszentrum, Berlin

- BPS: Cognition, Context, and Strategic Decision-Making: Evidence from the Paper Industry | Juha S. Laurila, Helsinki School of Economics; Juha-Antti Lamberg, Helsinki U. of Technology
- → OMT: Internationalization Modes in Companies in the Food Industry from Brazil | Rene E. Seifert Jr., Centro Universitario Positivo; Clóvis L. Machado-da-Silva, Fundação Getulio Vargas, São Paulo
- **SIM**: Interest Group Pressures and Firm Strategic Response: Institutional, Resource, and Cognitive Factors | Scott D Julian, Saginaw Valley State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.; Robert T Justis, Louisiana State U.

702: (Paper Session) - (IP) Top Management Team **Involvement in Organization Design**

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VII - Table C3 Facilitator: Mark P Sharfman, U. of Oklahoma, Norman

- IM: Middle Managers in a Medium-Sized Firm: Involvement in the Internationalization Strategy Process | Johanna Mair, IESE, U. of Navarra
- **Q ■BPS**: Top Management Team External Ties as Determinants of Strategy and Performance in Late Mover I Jae Wook Yoo, Konkuk Ü.; Richard Reed, Washington State Ü.; Shung Shin, Washington State U.
- **OB**: High Involvement Management: An In-Action Group Operationalization of High Involvement Work | Scott Mondore, Maersk, Inc.; Robert J. Vandenberg, U. of Georgia; J. Craig Wallace, Oklahoma State U.
- **▼TIM**: IT Business Value: How Agency and Upper Echelon Factors Influence the IT Infrastructure Capability | Shamel Addas, Concordia U.
- **©BPS**: The Top Management Team As Resource: An Alternative View Of Their Role In Post Acquisition Success | Timothy Scott Kiessling, Eastern Kentucky University; Mark P Sharfman, U. of Oklahoma, Norman

703: (Paper Session) - (IP) Construct Development and Validation in Diverse Contexts

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VII - Table C4 Facilitator: Markus Vodosek. U. of Utah

- The Case of Latin America | Anabella Davila, Tec De Monterrey; **Anselmo Chapa**, GE Healthcare Monterrey
- **OB**: Culture Validity: The Co-existence and Role of Adaptive and Un-adaptive Cultures in Project Success | Zvi H. Aronson, Stevens Institute of Technology; Thomas Lechler, Stevens Institute of Technology
- MSR: A Model for Researching about Spirituality in Organizations | Len Tischler, U. of Scranton; Gerald Biberman, U. of Scranton; Yochanan Altman, London Metropolitan U.
- → CMS: Culture and Power: A Critical Study of the Expatriation of French to Brazil and Brazilians to France I Leni Hidalgo Nunes, U. de Pau et du Pays de L'Adour; Isabella Freitas Vasconcelos, EAESP, Fundação Getúlio Vargas; Flavio Vasconcelos, FGV-EAESP

RM: A Measure of Diversity for a Set of Interval-Level Variables: The Aw Diversity Index | Markus Vodosek, U. of

704 ©: (Paper Session) - (MC) Consulting Lessons from the Field

12:20pm - 2:10pm Hyatt Regency Atlanta: Montreal Chair: Rodger Oren, Macon State College

Discussants: Marc Bonnet, ISEOR, U. of Lyon 3; Bianca Maria Philippi, Creative Insights

- Restructuring Time Management in an Agri-food Company | Florence Noguera, ISEOR and Gesem, U. Of Montpellier1
- ■Management Consulting Intervention in Public Organizations | Olivier Voyant, ISEOR, University of Lyon 3
- Personality Disorders in Leaders: Assessment and Consultation with Dysfunctional Organizations | Alan Goldman, Arizona State U.
- □ → Gurus and Indian Epistemologies: Parables of Labour Intensive Organizations | Edwina Pio, AUT U. Winner of the Outstanding Field Report Paper

705 ⊕ → •: (MC) Research in Management Consulting: A **Knowledge Management Perspective**

12:20pm - 2:10pm Hyatt Regency Atlanta: Vancouver

Organizers: Flemming Poulfelt, Copenhagen Business School; Anthony F Buono, Bentley College

Research in Management Consulting: A Knowledge Management Perspective | Anthony F Buono, Bentley

- Research in Management Consulting: A Knowledge Management Perspective | Flemming Poulfelt, Copenhagen **Business School**
- Merging Knowledge: Reflections on the Integration of Knowledge Systems in a Consulting Firm Merger | Andreas Werr, Stockholm School of Economics
- Intellectual Knowledge: The Challenges for Contemporary Knowledge Management | Anne Bang, Copenhagen Business
- Transferring "Best Practice": The Fallacy of Simplistic Notions Sue Newell, Bentley College
- Complex Project and Knowledge Management in Small High-Tech Firms | Mette Monsted, Copenhagen Business School

Does Knowledge Management Add Value? | Peter Holdt Christensen, Copenhagen Business School

Ten Years with Knowledge Management | Georges Trepo, **HEC Paris**

706 SHCS: (MC. ODC) New Forms of OD Consulting

12:20pm - 2:10pm Hilton Atlanta: Grand Salon A

Organizer: Larry E Greiner, U. of Southern California Closing the Gap between OD Consulting and Strategic Planning | Larry E Greiner, U. of Southern California; Thomas G. Cummings, U. of Southern California

OD Consulting to Networks of Organizations | Ralph Grossman, U of Klagenfurt; Marlies Garbsch, U of Klagenfurt

707: (Paper Session) - (MED) Management Education as a Personal Journey to Leadership

12:20pm - 2:10pm Hyatt Regency Atlanta: Spring

Chair: Richard Coughlan, University of Richmond Discussant: Mark Cordano, Ithaca College

- Learning from Critical Incidents and Hindsight: The Coreperiphery Model of Leadership Development | Eddie Blass, Ashridge Management College; Melissa Carr, Ashridge Management College
- Police → Identity Laboratory: The Process of Going through an Executive Program | Konstantin Korotov, ESMT
- A Humanistic-Experiential Approach to Training in Emotional Intelligence | Christopher Mausolff, Western State College; Nancy Bringman, California State University, Bakersfield; Eugene Martinez, California State U, Bakersfield

708 (MED) Applying Appreciative Inquiry to Management Development: New Ideas to Enhance **Managerial Capacity**

12:20pm - 2:10pm Hyatt Regency Atlanta: University

Participants: Frank J Barrett, Naval Postgraduate School; Terri Egan, Pepperdine U.; Ann E. Feyerherm, Pepperdine U.; Ronald Fry, Case Western Reserve U.; James D Ludema, Benedictine U.; Gary Mangiofico, Pepperdine U.

709: (Paper Session) - (MH) 1900's Onwards: Case Studies, Corporate Histories and Mediators

12:20pm - 2:10pm Hilton Atlanta: Roosevelt

Chair: Maria Bonnafous-Boucher, Advancia, Chamber of Commerce and Industry, Paris

Discussant: Chester S Spell, Rutgers U., Camden

- Tales in the Manufacture of Knowledge: Writing a Business History of Pan American Airways | Gabrielle Durepos, Saint Mary's U.; Albert J. Mills, St. Mary's U.; Jean Helms Mills, St. Mary's U.
- ■The Harvard Business Review Goes to (Cold) War I Bert Spector, Northeastern U.
- + Canadian Industrial Dispute Mediation Practice: From Mackenzie King to Carl Goldenberg | Sean Tucker, Queen's School of Business, Canada
- Chasing MICE and Fellow Travelers: A History of the Convention and Visitor Bureau Industry | Robert C Ford, U. of Central Florida

710: (Paper Session) - (MOC) Sensemaking Theory: Impact & Extensions

12:20pm - 2:10pm Atlanta Marriott Marguis: Cluster 2 - Magnolia Examines the impact of sensemaking and offers extensions to theories of sensemaking.

Chair: Douglas L. Micklich, Illinois State U. Discussant: Timothy J. Vogus, Vanderbilt U.

How Can We Know What We Think Until We See What We Said? A Citation Context Analysis of Weick (1979) | Marc H Anderson, U. of Waikato

₱Sensemaking About Uncertain Events:Investor Reactions to Organizational Downsizing Announcements | Mary R. Watson, New School U.

Sensemaking in Time: The Retrospective-Prospective Nexus | Robert Bradley MacKay, St. Andrews U.

711 @: (Paper Session) - (MOC) Improvisational Framings: Creativity, Intuition & Innovation

12:20pm - 2:10pm Atlanta Marriott Marguis: Marguis Salon IV - TIM 1 Unpacks the process of creativity to reveal interplays among knowledge, resource recombination & task challenge. Presented on Panels 5-8

- Working with Knowledge: A Theoretical Framework of Team-Based Knowledge Work | Niclas Leif Erhardt, Rutgers
- Is it Worth Talking About Bricolage? Bricolage & Creativity: What's the Difference | Séverine Le Loarne, EM
- More than Meets the Eye? Experientiality/Intuition and Rational Analysis Revisited | Gerard P. Hodgkinson, U. of Leeds; Eugene Sadler-Smith, University of Surrey; Marta Sinclair. Griffith U.
- When Job Stress leads to Creativity: Role of Goal Acceptance, Reward, and Task Feedback | Alice H. Y. HON, HK Baptist U.

712: (Paper Session) - (MSR) Religion, Ethics and Spirituality

12:20pm - 2:10pm Hilton Atlanta: Paulding Chair: Kathy Lund Dean, Idaho State U.

Religious Identity in the Workplace | Nancy E Day, University of Missouri - Kansas Citv

- → Ethics and Religion: An Empirical Test of a Multidimensional Model | K. Praveen Parboteeah, U. of Wisconsin, Whitewater; Martin Hoegl, WHU - Otto Beisheim School of Management; John B Cullen, Washington State U.
- On Your Best Behavior: Can Science Inform Ethics? | William Ross O'Brien, U. of Texas, Arlington
- PaWork with Toil: Moving Beyond Good Work to Redeemed Work | Margaret Diddams, Seattle Pacific U.; Denise Daniels, Seattle Pacific U.

713: (Paper Session) - (OB) Leader-Member Relationships 12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover G

Chair: Ronald F. Piccolo, U. of Central Florida Discussant: John Hunter McWilliams, Deakin U.

- → A New Perspective on Leader-Member Exchange: Asymmetric Effects of Coworker Support on Effectiveness I Weiling Hsu, Chang Gang University; Allan Filipowicz, INSEAD
- Why Doesn't My Feedback-Seeking Behavior Improve the Relationship with Mv Boss? | Wing Lam. Hong Kong Polytechnic U.; Xu Huang, Hong Kong Polytechnic U.; Edward Snape, Hong Kong Polytechnic U.
- Leader-Member Exchange and Turnover Before and After Succession Events | Gary A. Ballinger, U. of Virginia; David Lehman, Purdue U.; David Schoorman, Purdue U.
- Context and Leader-Member Exchange: A Review and Integration of Network and Multilevel Perspectives | David Mayer, U. of Central Florida; Ronald F. Piccolo, U. of Central Florida

714: (Paper Session) - (OB) Goals and Goal Orientations 12:20pm - 2:10pm Hyatt Regency Atlanta: Piedmont Chair: Dwight D. Frink, U. of Mississippi Discussant: Neil M. Boyd, Pennsylvania State U.

- The Effectiveness of Tiered Goals Versus Stretch Goals I Scott Jeffrey, U. of Waterloo; Alan Webb, U. of Waterloo; Axel Schulz, U. of Melbourne
- ☐→ Cultural Values Direct and Moderating Impact on Goal Orientation & Performance: A Longitudinal Study | Song Chang, Hong Kong U. of Science and Technology
- ₱ Teamwork Goal Orientation as a New Component of Goal Orientation Conceptualization | Kai Zhang, Renmin U. of China; John W Medcof, McMaster U.; Changquan Jiao, McMaster U.
- Un-Mixing Motives: Regulatory Focus and Goal-Directed Reasoning | Michael Haselhuhn, U. of California, Berkeley

715: (Paper Session) - (OB) Trust in Interpersonal Relationships

12:20pm - 2:10pm Hyatt Regency Atlanta: Roswell Chair: David M. Wasieleski, Duquesne U.

Discussant: Paul Solomon, U. of North Carolina, Chapel Hill Group-Individual Discontinuity in the Trust Game | Ko Kuwabara. Cornell U.

- Trust but Verify: Error Identification in Teams | Zhike Lei, George Mason U.; David A Hofmann, U. of North Carolina; Benson Rosen, U. of North Carolina
- Escalation and Deterioration of Cognitive and Affective Trust in Project Teams | Sheila Webber, U. of Massachusetts Lowell
- ■How Openness to Experience Facilitates Knowledge Sharing: An Interpersonal Trust Perspective I Shu-Hsun Wang, National Taiwan University; Sung-Chun Tsai, National Taiwan University; Li-Fang Chou, National Taiwan U.; Bor-Shiuan Cheng, National Taiwan U.; Huang Min-Ping, Yuan Ze

716: (OB) Adding to Our Knowledge of Leadership: Using Qualitative Methods to Push Theoretical **Boundaries**

12:20pm - 2:10pm Hyatt Regency Atlanta: Vinings Chair: Spencer Harrison, Arizona State U.

- Using Qualitative and Quantitative Data to Examine Leader-Member Agreement on the LMX Process | Xiaohua Zhou, University of Nebraska-Lincoln; Chester A Schriesheim, U. of Miami
- Communication Events and Echoes: Concert and Competition in Organizational Narratives | Mariann Jelinek, College of William and Mary: Cynthia G Emrich. College of William and Mary; Suzanne Keasey Edinger, College of William and Mary
- A Qualitative Analysis of Feedback Given to Effective and Ineffective Managers | Spencer Harrison, Arizona State U.; Kathryn J. L. Jacobson, Arizona State U.; Angelo J. Kinicki, Arizona State U.
- Beyond Follower Dependence: Reciprocal Leadership in the 1996 Mt. Everest Disaster | D Christopher Kayes, George Washington U.
- Quantitative Analysis of Qualitative Data: Understanding Outstanding Leadership | Michael Mumford, U. of Oklahoma; Samuel Hunter, U. of Oklahoma; Katrina E. Bedell, U. of Oklahoma

717 JS: (OB. CM. GDO) Asymmetric Group Processes: **Roots and Implications**

12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover D

Chairs: Karen A. Jehn, Leiden U.; Lindred Greer, Leiden U. Facilitator: Anne S. Tsui, Arizona State U.

- Asymmetrical Effects of Diversity on Identification and Emotions | Prithviraj Chattopadhyay, Australian Graduate School of Management; Carmel Finn, Not Specified
- The Influence of Leaders' Normative Orientation and Group Composition on Group Norms and Performance | Will Self. U. of California, Berkeley; Caneel K. Joyce, U. of California, Berkeley; Jennifer A. Chatman, U. of California, Berkeley
- The Roots and Effects of Asymmetric Intragroup Conflict | Karen A. Jehn. Leiden U.: Lindred Greer. Leiden U.: Sonia Rispens, Leiden U.; Manuela Barreto, Leiden U.; Floor Rink, Leiden U.
- Shared Cognition and Conflict in Teams I Kristin Jackson Behfar, Northwestern U.; Roderick Swaab, Northwestern U.

718 JS: (OB, PNP) Learning from Exploring Organizational Phenomena in Arenas of Public Concern

12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover E

Chairs: Frances J Milliken, New York U.; Nancy Lam, New York U. Discussant: lan Mitroff, U. of Southern California

- Team Learning: A Critical Competency for Health Care Delivery Organizations | Amy C. Edmondson, Harvard U.
- The Role of Courage in Organizing: Lessons from the Public Domain | Monica C. Worline, Emory U.
- Paving a Price For Positive Group-Image: How Perceptions of Inequity Affect Response to Ingroup Harm | Brian Lowery, Stanford U.
- Agent Influences and Institutional Logics: Discursive Practice in New York City Schools | Ebony N. Bridwell-Mitchell, New
- Organizational Learning and Action in the Midst of Safety Drift: Revisiting NASA's Space Shuttle Program Recent History Prior to the Columbia Tragedy | Moshe Farjoun, Schulich School of Business, York University

Participant: Rosalind M. Chow, Stanford U

719: (Paper Session) - (OCIS) Communication, IT and the Structuring of Organizations

12:20pm - 2:10pm Atlanta Marriott Marquis: International 1

Chair: Surinder Kahai, State U. of New York, Binghamton

Discussant: Daniel Robey, Georgia State U.

- Patterns of Coordination Within and Between Stages of Work: Evidence of Modularity in Healthcare I Jody Hoffer Gittell. Brandeis U.; Cori Kautz, Brandeis U.; R. William Lusenhop, Brandeis U.; Dana Beth Weinberg, Queens College
- Exploring Telemedicine Success Over Time: A Case Study of the Arizona Telemedicine Program | Elisa Mattarelli, U. of Modena and Reggio Emilia; Suzanne P Weisband, U. of Arizona
- Email as an Escape To Reality in the Navy: IT and the Nature of Total Institutions | Christine Beckman, U. of California, Irvine; Taryn Lyn Stanko, U. of California, Irvine
- Appropriating Technology and Adapting Structure: Linking Technology Use and Organizational Change | Paul **Leonardi**, Stanford U

720 : (Paper Session) - (OCIS) Taking Culture Seriously

12:20pm - 2:10pm Atlanta Marriott Marquis: International 5

Chair: Tamara Dinev, Florida Atlantic U.

Discussant: Karine Barzilai-Nahon, U. of Washington

Organizational Communication Across Cultures: A Case
Approach | Lisbeth Clausen, Copenhagen Business School

- Acculturative Enactments of IT Use in Organizations: An Exploratory Case Study | Paul Raj Devadoss, National U. of Singapore
- → Decision Styles and Support Systems: Comparing American, Japanese and Chinese Management | Maris G. Martinsons, City U. of Hong Kong; Robert M Davison, City U. of Hong Kong

721 ©: (Paper Session) - (ODC) Coaching & Mentoring Change

12:20pm - 2:10pm Hilton Atlanta: Carter

Chair: Robert A. Dengler, Benedictine U/Hawaii Pacific U
Coaching Effectively In 360-degree Feedback Situations:
Moving Away From Long-Term Coaching | Robert
Hooijberg, IMD; Nancy Lane, International Institute for
Management Development

- Effects of CEO-BOD Mentoring on Firm Competitive Behavior | Evan Hayden Offstein, Frostburg State U.; Amit J. Shah, Frostburg State U.; Devi R Gnyawali, Virginia Tech
- A Multi-Level Analysis of Follower Engagement in Organizational Change | Jill Waymire Paine, Teachers College, Columbia U.
- Leading Change in Small and Medium-Sized Enterprises: Empirical Observations in Singapore | Thomas Menkhoff, Singapore Management U.

722: (ODC) Successful Change in Professional Bureaucracies

12:20pm - 2:10pm Hilton Atlanta: Jackson

Presenters: Barbara Benedict Bunker, U at Buffalo; Billie T. Alban, Alban & Williams, Ltd.; Jose DelaCerda, ITESO U.; Nancy Aronson, Not Specified; Gil Steil, Not Specified

723 ③: (Paper Session) - (OM) Decision Making in Operations Management

12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - OM Presented on Panels 9-13

- Facing Dynamic Environments: How to Derive and Implement an Appropriate Level of Flexibility | Maike Rathje, U. of St. Gallen; Patricia Deflorin, U. of St. Gallen
- Cognitive Illusions in Operations Management | Suzanne deTreville, U. of Lausanne; Ulrich Hoffrage, U. of Lausanne; Jeffrey Scott Petty, EPFL
- The Influence of Leader's Style on Quality Management | Yvette N. Essounga, U. of Texas Pan American
- Hospitality Services and Guest Security: An Assessment of Customer Willingness to Pay | Julie Feickert, U. of Utah;

- Rohit Verma, U. of Utah and Cornell U.; Gerhard R, Plaschka, DePaul U.; Chekitan Dev, Cornell U.
- Balancing Standardization and Customization in the Public Home-Help Sector | Anna Essén, Stockholm U.

724: (Paper Session) - (OM) Human Side of Operations Management

12:20pm - 2:10pm Atlanta Marriott Marquis: Rio Grande & MacKenzie *Chair:* **Diane Dromgold**, RNC Global Projects

Modeling Team Efficacy in Capital Projects: An Exploratory Study | Christina Scott-Young, U. of Melbourne; Daniel Samson, U. of Melbourne

OM Division Best Student Paper Award Finalist

A Study of the Relationship between Emotional Intelligence and the Buyer's Performance | Lillian Schumacher, U. of Saint Francis; Jane V. Wheeler, Bowling Green State U.;
Amelia Carr, Bowling Green State U.

Effect of Pre-Implementation Expectations and Post-Implementation Use of ERP on Shared Understanding | Mark L. Lengnick-Hall, U. of Texas, San Antonio; Cynthia A. Lengnick-Hall, U. of Texas, San Antonio; Khawaja Saeed, Wichita State U.; Sue Abdinnour-Helm, Wichita State U.

▶ Organizational Culture and Quality Practices in Six Sigma | Xingxing Zu, Clemson U.; Lawrence Fredendall, Clemson U.; Tina Robbins, Clemson U.

> OM Division Winner of Chan Hahn Best Paper Award
Sponsored by McGraw-Hill/Irwin

725 ©: (Paper Session) - (OMT) Theorizing about Organizational Structure and Strategy

Organizational Structure and Strategy
12:20pm - 2:10pm Atlanta Marriott Marquis: International 2
Chair: Lars Schweizer, Grenoble Ecole de Management
Meetings as Strategizing Episodes in the Social Practice of
Strategy | Paula Jarzabkowski, Aston Business School; David
Nils Seidl, U. of Munich

- Theory and Practive in Strategic Management A
 Theoretical Perspective | **Dodo Zu Knyphausen-Aufsess**, U.
 of Bamberg; **Lars Schweizer**, Grenoble Ecole de Management
- On the Coevolution of Causality: A Study of Aristotelian Causes & Other Entangled Influences | Renata Kaminska-Labbe, CERAM; Bill McKelvey, U. of California, Los Angeles; Catherine Thomas, Not Specified
- Routes to Paths: An Empirical Exploration of Path Creation and Path Development in New Organizations | Marc Gruber, Ecole Polytechnique Fédérale de Lausanne

726: (Paper Session) - (OMT) **Understanding What Makes Organizations Legitimate**

12:20pm - 2:10pm Atlanta Marriott Marquis: International 3 *Chair:* **Joeri M. Mol**, U. of Melbourne

Where Are You From? Where Are You Going? Legitimacy, New Entry, and Performance in Popular Music | Ming Ming Chiu, Chinese University of Hong Kong; Joeri M. Mol, U. of Melbourne; Nachoem M. Wijnberg, Amsterdam U.

Institutional Ties as Organizational Social Capital:Linkages to Industry & Professional Associations | Robert J David, McGill University; Wesley Sine, Cornell U.

High Rollers, Fast Times and the Evolution of Legitimacy for Online Gambling | Lori T. Peterson, Texas Tech U.

Buffering Young Firms from Founder Exit: The Moderating Impact of Social Resources | Mukti V Khaire, Harvard U. Intangible Organizational Resources: How Are They Different? | Alex B. Bitekhtine, McGill U.

Institutionalization

12:20pm - 2:10pm Atlanta Marriott Marquis: International 4

Chair: Frank Wijen, RSM Erasmus Univ.

- ■Institutionalization of Linguistic Practices: A Concept-Centric Perspective | Henri Schildt, Helsinki U. of Technology
- ■A Longitudinal Study of Organization and Form Creation I Shih-Chang Hung. National Tsing Hua U.: Richard Whittington, U. of Oxford
- → Institutionalization in the Face of Collective Inaction: The Case of Global Climate Policy | Frank Wijen, RSM Erasmus Univ.; Shahzad Mumtaz Ansari, Erasmus U.
- ₱Location within The Field and the Institutional Construction of Managers' Cognition, I Peter Cebon, U. of Melbourne: E. Geoffrey Love, U. of Illinois, Urbana-Champaign

728: (Paper Session) - (OMT) The Life of Networks: Issues of Trust and Evolution

12:20pm - 2:10pm Atlanta Marriott Marquis: International A

Chair: Tiziana Casciaro, Harvard U.

Localized, Generalized or Both? Interorganizational Trust and the Robustness of Network Effects | Fabio Fonti, Boston College

Affective Microfoundations of Instrumental Ties in Organizations | Tiziana Casciaro, Harvard U.; Miguel Sousa Lobo, Duke U.

- The Life Span of Structural Holes A Longitudinal Study on Structural Hole Dynamics | Diederik W. Van Liere, Erasmus
- An Identity-Based Learning Perspective on the Dynamics of Network Partitioning | Mooweon Rhee, U. of Hawaii; Tohyun Kim, U. of Hawaii

729 : (Paper Session) - (OMT) Relating Learning and Routines to Innovation and Creativity

12:20pm - 2:10pm Atlanta Marriott Marquis: International B

Chair: Anjali Bakhru, Open University Business School Effect of Career Histories on the Nature of Organizational Innovation | Ravikant Avva, Columbia U.

- One Step Forward or One Step Back: Codification and the Development of New Organisational Routines | Anjali Bakhru, Open University Business School
- Organizational Capabilities, Entrepreneurship, and Routines: A Dynamic Model Based on Knowledge I Yuanyuan Wu, McGill U.
- The Way We Learn: An Empirical Study of Learning within Organizations | Subramaniam Ramanarayanan, Northwestern

730 ⇐: (Paper Session) - (OMT) The Dynamics of Industry

12:20pm - 2:10pm Atlanta Marriott Marquis: International C Chair: Christopher Harris, U. of Texas at Arlington

- ■Are Some Organizations More Mutualistic than Others? The Embeddedness of Footwear Manufacturers I Christopher I. Rider, U. of California, Berkeley; Pino G. Audia, U. of California, Berkeley
- Dynamics of Multiple-release Product Development | Hazhir Rahmandad. Massachusetts Institute of Technology: Nelson Repenning, MIT Sloan School of Management
- Interorganizational Relationships in Response to Market Uncertainty A Study of the Music Industry | Christopher Harris, U. of Texas at Arlington
- Size and Age Revisited: Mergers and Acquisitions' Longterm Influences on Organizational Growth I Xiaogu Luo. Stanford U

731 SHCS: (OMT, ODC) The Pacing & Sequencing of Organizational Change

12:20pm - 2:10pm Hilton Atlanta: Grand Salon D

Chair: John Matthew Amis, U. of Memphis

Radical Organizational Change in a Loosely Coupled Context | Matthew Kraatz, U. of Illinois; Marc Ventresca, U. of Oxford

- Capturing Pace & Sequence: Methodological Issues in the Study of Change Dynamics | John Matthew Amis, U. of Memphis; Brian Janz, U. of Memphis; Maria B Gondo, U. of Memphis; Amy Hennington, U. of Memphis
- What Goes Around Comes Around: Second Order Dynamics of Change | Jean-louis Denis, U. of Montreal; Ann Langley, **HEC Montreal**
- Emotional Sequencing in Strategic Change | Quy Nguyen Huy, **INSEAD**

732 € → •: (Paper Session) - (PNP) Public Sector Performance Measurement & Accountability

12:20pm - 2:10pm Hilton Atlanta: Douglas

Chair: Emanuele Vendramini, catholic piacenza and sda bocconi Discussant: Donald P. Movnihan, U. of Wisconsin, Madison

- ■Performance Measures as Strategic Management Tools: An Alternative View of the Latest Reform | Kathleen K. Anders, Arizona State U. West
- A Roadmap to Strategic Performance Management in the Public Sector: an Exploratory Structural Model | Christian Ifvarsson, Swedish Defence Research Agency: Peter Wickberg, Swedish Defence Research Agency
- Performance Measurement in the English Public Sector: Searching for the Golden Thread | Pietro Micheli, Cranfield U.; Andrew Neely, Cranfield U.; Mike Kennerley, Cranfield U.
- → An Investigation of the Opportunities for Police Force Ranking Improvement Across the UK | Andrew Harry Barton, Nottingham Trent U.; Malcolm Beynon, Cardiff **Business School**
- Conceptualisation | Michael Pidd, Lancaster U.: Maria Katsorchi-Hayes, Lancaster U.

733 € → •: (Paper Session) - (PNP) Contemporary Issues in Local Government: Stakeholders, Responsiveness and **Participation**

12:20pm - 2:10pm Hilton Atlanta: Monroe Chair: Andrew Cardow, Massey U.

- → Beyond Engagement and Participation User and Community Co-production in Local Governance | Tony **Boyaird**. University of the West of England
- Differentiating Design and Implementation Responsiveness of Bureaucracy in a Collaborative Setting | Thomas Andrew Bryer, U. of Southern California; Terry L Cooper, U. of Southern
- Empirical Assessment | David H Coursey, Florida State U.; Donald Norris, U of Maryland - Baltimore County
- → Is Stakeholder a Universal Phenomenon? Empirical Evidence from a Cross-Cultural Investigation | Ricardo Correa Gomes, Federal University of Viçosa; Luciana Miranda Gomes, Federal University of Viçosa

734: (RM) Research Methods Division International Networking

12:20pm - 2:10pm Atlanta Marriott Marquis: Chablis & Picard Division Chair: Kwok Leung, City U. of Hong Kong

Division Chair-Elect.: Gordon W Cheung, The Chinese U. of Hong

Program Chair: Mark Gavin, Oklahoma State U. Professional Development Workshop Chair: Charles A. Pierce, U. of Memphis

735 : (Paper Session) - (SIM) Corporate Social Performance 12:20pm - 2:10pm Hilton Atlanta: Crystal Ballroom A & F

Chair: Ben Wempe, Erasmus U.

- ■Knowledge-Based View of Corporate Social Performance: A Conceptual Approach | Anne Françoise Barraquier,
- The Interactions of Corporate Social Performance with Innovation and Industrial Differentiation | Clyde Hull, Rochester Institute of Technology; Sandra Rothenberg, Rochester Institute of Technology
- Shifting Paradigms in Sustainability management: Instrumental AND Value-driven orientations | Ramus A. Catherine, IMD; Karin Oppegaard, IMD
- From Corporate Social Responsibility Toward Corporate Stakeholder Responsibility | Sybille Sachs, U. of Applied Sciences, Zurich; Marc Maurer, U. of Applied Sciences, Zurich

736: (Paper Session) - (SIM) What Matters in Stakeholder Relations?

12:20pm - 2:10pm Hilton Atlanta: Crystal Ballroom B & E

Chair: Diana C. Robertson, Emory U.

Discussant: Jamie R Hendry, Bucknell U.

PaDoes Industry Matter when Managing Stakeholder Relations? | Jennifer J Griffin, George Washington U.; Charles Koerber, The George Washington U.

PoDownsizing and Stakeholder Orientation Among the Fortune 500: Does Family Ownership Matter? I Eleni Stavrou. U. of Cyprus; Georgios I. Kassinis, University of Cyprus; Alex Filotheou, U. of Cyprus

From Stakeholder Concern to Social Issue: A Theoretical Framework | Sridevi Shivarajan, Temple U.

737: (Paper Session) - (TIM) Intellectual Property 12:20pm - 2:10pm Atlanta Marriott Marquis: Champagne

- Chair: Ralph Heidl, University of Washington Business School Discussant: Scott Stern, Northwestern U.
- → In the Eye of the Storm Knowledge Appropriation and the Globalization of Regional Competencies | Poul Houman Andersen, Aarhus Business School; Ina Drejer, Aalborg U.; Christian Waldstrøm. Aarhus School of Business
- PaFrom the Lab to the Market: The Commercialization Strategy of Patented Inventions | Raul Anibal Gonzalez, Pompeu Fabra U.
- Strategies for the Management of Intellectual Property Rights in Service-intensive Companies | Christiane Bettina **Hipp.** Brandenburg Technical U. Cottbus
- Appropriability Conditions and R&D Distribution: New Survey Evidence from UK Manufacturing. | Henrique M. Barros, Ibmec, Sao Paulo
- P→Organizational Form and Economic Impacts on Innovation: the Case of Patent Grants Announcements I Shao-Chi Chang, National Cheng Kung U.; Sheng-Syan Chen, National Taiwan U.; Yu-Shun Hung, National Cheng Kung U.

738: (Paper Session) - (TIM) Organizational Learning 12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo

Chair: Anne Quaadgras, Boston U.

Discussant: Riitta Katila, Stanford U

Psychological Ownership and Technology Adoption | Sheng-Tsung Hou, National Chengchi U., Taiwan; Se-Hwa Wu, National Chengchi U., Taiwan; Mu-Yen Hsu, National Chengchi U., Taiwan

- Exploring New Opportunities By Hiring | Daniel Tzabbar, U. of Central Florida
- Risk Management Through Learning: Management Practices for Radical Innovation Success | Gina Colarelli O'Connor, Rensselaer Polytechnic Institute; T Ravichandran, Rensselaer Polytechnic Institute: **Daniel Robeson**. Rensselaer Polytechnic Institute
- Innovation Strategy and Learning Capability -- Implications from a Simulation Study | Mu-Yen Hsu, National Chengchi U., Taiwan: Po-Mean Ker. National Chengchi U.
- The Dynamism of Organizational Networks: Managing the Nonroutine Process of Radical Innovation | **Donna Kelley**. Babson College; Lois S. Peters, Rensselaer Polytechnic Institute; Gina Colarelli O'Connor, Rensselaer Polytechnic Institute

739: (TIM) University Technology Transfer and Commercialization of Research: Antecedents and Consequences

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 5 - Riviera Chair: Donald Siegel, U. of California, Riverside

Academics or Entrepreneurs? Entrepreneurial Identity and Invention Disclosure Behavior of University | Sanjay Jain, U. of Wisconsin, Madison

Exchange Relationships & Cumulative Innovation: Standing on the Shoulders of the Oncomouse | Fiona Murray, Massachusetts Institute of Technology

Why do some U.S. Universities have a Superior Spinoff Performance? | Rory P. O'Shea, Massachusetts Institute of

- Technology; Thomas J Allen, Massachusetts Institute of Technology
- Transforming a University Transforming a Region: Yale and the Biotechnology Cluster | Shiri Breznitz, University of
- University R&D and the Self-Sustaining Knowledge Domain: The Case of MicroArray Technologies | Tim Lenoir, Duke University; Eric Giannella, Duke University
- Publication and Patent Behavior of Academic Researchers: Conflicting, Reinforcing or Co-Existing | Bart Van Looy, Catholic U. of Leuven; Koenraad Debackere, Leuven U.; Julie Callaert, Catholic U. of Leuven

740 ■JS: (TIM, OMT) Nanotechnology Field Emergence And Evolution: Institutions, Networks, Actors, And Infrastructure.

12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 5 - South Hampton Chair: Jennifer Woolley, U. of California, Irvine

Networks and New Organizational Fields | Kenneth Colwell,

The Categorization of Nanotechnology | Stine Grodal, Stanford

Institutional Entrepreneurship in Nanotechnology | Kathryn Aten, U. of Oregon; Alan D. Meyer, U. of Oregon

Cross Industry Analysis of the Nanotechnology Community | **Jennifer Woolley**, U. of California, Irvine

Monday 12:50PM

741 CAU: (CAU) Issues emerging from collaborative research performed by faculty from different countries.

12:50pm - 2:10pm Hyatt Regency Atlanta: Geneva Organizer: Tania Casado, U. of Sao Paulo

Monday 1:00PM

742 : (Paper Session) - (BPS) New Ventures: Seek and You Shall Explore (Exploration/Exploitation)

1:00pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - Cabinet Chair: Chung-Jen Chen, National Cheng Kung U.

Discussant: Jan W. Rivkin, Harvard U.

- Exploitation of Knowledge | Ying Li. Hasselt U.: Wilfred Schoenmakers, Hasselt U.; Wim Vanhaverbeke, Eindhoven University of Technology
- ₱More Strategic Exploration in Punctuated Industrial Environments? An Empirical Study I Jun Lin. SUNY-New Paltz
- Exploration in Board Networks: A Study of US Commercial Bank Interlocks (1975-1983) | Serden Ozcan, Copenhagen **Business School**

743: (Paper Session) - (BPS) Industry Dynamics and Diversification/M&A: Playing the Game in a Bigger Sandbox

1:00pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - Zurich

Chair: Vijaya L Narapareddy, Denver U.

Facilitator: Anju Seth, U. of Illinois, Urbana-Champaign

- → Mergers and Acquisitions as a Response to Intra-Industry Dependence | Tomi MM Laamanen, Helsinki U. of Technology; Thomas Keil, York U. & Helsinki U. of Technology
- PuDiversification and Performance: Linking Relatedness, Market Structure and the Decision to Diversify I Ron Adner. INSEAD; Peter Zemsky, INSEAD
- What is different in dynamic markets? Realizing synergies through corporate dynamic capabilities | Jeffrey A. Martin. U. of Texas, Austin

744: (Paper Session) - (BPS) M&A and Innovation: Buying the Next Big Idea?

1:00pm - 2:10pm Atlanta Marriott Marquis: International 10

Chair: Brayden G King, Brigham Young U.

Discussant: Mary J. Benner, University of Pennsylvania

©Do High Technology Acquirers Become More Innovative? Panayotis Dessyllas, Oxford U.

Determinants of Technology Premiums in Acquisitions of Entrepreneurial Firms | Timothy B Folta, Purdue U.; Bart Sharp, Purdue U., West Lafayette

₱Stock Market Reactions to Knowledge-Motivated Acquisitions | Ricardo Romero, ITESM - Campus Querétaro: Anne York, U. of Nebraska, Omaha; Mark Wohar, U. of Nebraska Omaha

745 € (Paper Session) - (HCM) Quality Measurement: Promises and Pitfalls

1:00pm - 2:10pm Hilton Atlanta: DeKalb

Chair: L Michele Issel, U. of Illinois, Chicago

Discussant: Rebecca S Wells, University of North Carolina

Measuring and Benchmarking Hospital Malpractice Performance | Carlton C. Young, U. of Alabama, Birmingham

- Promise and Problems with Supply Chain Management Approaches to Health Care Purchasing | Eric W. Ford, Texas Tech U.; Dennis Scanlon, Penn State
- Analysis of German Hospitals I Maresi Berry-Stoelzle, U. of Heidelberg; Thomas Berry-Stoelzle, U. of Cologne; Alexander Schleppers, U. of Heidelberg
- Senior Wellness: Understanding and Measuring Successful Aging in Supportive Housing | R. Robertson Hilton, Case Western Reserve U.; Michel Avital, Case Western Reserve U.

746 ©: (Paper Session) - (HCM) Nursing Workforce and Culture

1:00pm - 2:10pm Hilton Atlanta: Gwinnett

Chair: Ruth A Anderson. Duke U.

Discussant: Linda Searle Leach, Kaiser Permanente/ U. of California, Los Angeles

The Impact of Nursing Work Environments on Patient Safety Outcomes: The Mediating Role of Burnout | **Heather** Spence Laschinger, U. of Western Ontario; Michael Leiter, Acadia University

Winner of HCM Division Best Theory-to-Practice Paper

Interpersonal Conflict and Support Mobilization: Nurses' Experience of Coping in the Workplace | Sandra A. Lawrence, Griffith U.; Victor J. Callan, U. of Queensland

The Difficult Empowerment in Danish Hospitals: Power to the Nurses!? | Flemming Witt, U. of Aarhus; Jørn Flohr Nielsen, U. of Aarhus

Value and Demographic Diversity, Satisfaction, and Intent to Stay in Nursing Units | Michael Gates, University of San Diego; Amy Randel, San Diego State University

747: (Paper Session) - (MOC) Transactive Memory 1:00pm - 2:10pm Atlanta Marriott Marquis: Imperial - Consulate Antecedents and performance effects of transactive memory in aroups

Chair: Arpan Jani, University of Wisconsin - River Falls Discussant: Andrea Casey, George Washington U.

The Antecendents and Consequences of Transactive Memory Systems in Daycare Work Groups | Vesa Matti Peltokorpi, Hitotsubashi U.; Marja-Liisa Manka, Not Specified

Transactive Memory Systems and Group Tasks: Exploring the Complex Influence of TMS on Performance | Benjamin Herndon, U. of Texas, Austin; Kyle Lewis, U. of Texas, Austin; Josh W Keller, U. of Texas, Austin

■The Effect of Social Capital on Tacit and Explicit Transactive Memory | Baiyun Gong, University of Pittsburgh

748 ■: (MOC) Multilevel Organizational Creativity: Individuals. Teams, and Cultures

1:00pm - 2:10pm Atlanta Marriott Marquis: Imperial - Summit

Chair: Keith James. Portland State U.

Discussant: Babis Mainemelis, London Business School

Creativity and Cognitive Processes: Multi-Level Linkages between Individual and Team Cognition | Roni Reiter-Palmon, University of Nebraska at Omaha; Anne Elizabeth Herman, U. of Nebraska, Omaha; Francis J Yammarino, State U. of New York, Binghamton

Multilevel Identity Implications For Creative Performance In The Workplace | Jacob Eisenberg, U. College Dublin; Keith James, Portland State U.

Culture And Multilevel Creativity in Organizations | Keith James, Portland State U.

749: (Paper Session) - (TIM) Network Theory and Social Capital

1:00pm - 2:10pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La Chair: Jason Woodard, Singapore Management U. Discussant: Gina Dokko, New York U.

Network Strength, Internal Competition, and Interdependence in Standard Competition | Dong Chen, Loyola Marymount U.; Yong-Sik Hwang, Indiana U., Kokomo; Seung Ho Park, Samsung Economic Research Institute & CEIBS

How Do Technology Clusters Emerge? Social Network Formation and Labor Mobility in San Diego Biotech | Steven Casper, Keck Graduate Institute

PaSocial Capital and Innovation - A Synthesis and Direction for Research | Wei Zheng, Northern Illinois U.

Monday 2:30PM

750 🗨: (AAS) Coca-Cola in Colombia, India, and Around

2:30pm - 3:50pm Atlanta Marriott Marquis: International 6

Organizer: Nancy E. Landrum, U. of Arkansas, Little Rock Coca-Cola: Global Challenges Facing the Multinational Corporation | Nancy E. Landrum, U. of Arkansas, Little Rock

Mitigating Corporate Risk - A Strategic Perspective: The Case of Coca-Cola India | Jose P Devasia, Indian Institute of Management Bangalore

From Stakeholder Activism to Social Issue: A Network Analysis of Coca-Cola in Kerala, India I Sridevi Shiyaraian. Temple U.; Lynne Andersson, Temple U.; Terry Halbert, Temple U.

Managing Complex Interdependencies: Coca-Cola, India and Water | Mary McBride, New York U.; Ramnath Narayanswamy, Indian Institute of Management, Bangalore Update and Information on Coca-Cola Initiatives | Harry Ott, The Coca-Cola Company; **Ed Potter**, The Coca-Cola Company

751 □: (AAS) **How Organizations Shape the Rules**: **Development of US Financial Regulations in Historical** Perspective

2:30pm - 3:50pm Atlanta Marriott Marquis: International 7 Organizer: Christopher Marquis, Harvard U. Discussant: Mayer Zald, U. of Michigan, Ann Arbor Legal Institution Formation and the Creation of the Thrift Industry as a New Organizational Field | Daniel Wadhwani, Harvard U.

Historical Environments and the Creation of US Banking Regulation | Christopher Marquis, Harvard U.

Constructing the US Stock Market as an Institutional Field: Endogeneity of Federal Securities Laws I Anna Rubtsova. Emory U.; Mary Ann Glynn, Emory U.

752 • (AAS) The Opt-Out Revolt: Uncovering the Truth Behind the Media Hype About Women Exiting the Workforce

2:30pm - 4:20pm Hilton Atlanta: Grand Ballroom C

Uncovering the Truth Behind the Media Hype About Women Exiting the Workforce.

Organizer: Lisa A Mainiero, Fairfield U.

Chair: Gary N. Powell, U. of Connecticut, Storrs

Are More Professional Women Opting-Out of Corporate America? | Joy Schneer, Rider U.; Frieda Reitman, Pace U.

Why Women Leave Their Organizations to Advance Up the Managerial Hierarchy | Phyllis Tharenou, U. of South Australia

Generational and Gender Issues in the Workplace | Ellen M. Galinsky, Families and Work Institute

Alpha and Beta Career Kaleidoscope Profiles I Lisa A Mainiero, Fairfield U.; Sherry E. Sullivan, Bowling Green State

Crafting Lives That Work: What Happens to Professionals Careers When They Choose to Work Less | Ellen E. Kossek, Michigan State U.; Mary Dean Lee, McGill U.

Exploring Linkages Between SHRM, Work-Life Strategy, and New Ways of Working for Professionals | Shaun Pichler, Michigan State U.; Ellen E. Kossek, Michigan State U.; Ann Marie Ryan, Michigan State U.; Mary Dean Lee, McGill U.

753: (Paper Session) - (BPS) Dynamic Capabilities: **Developing Product Development**

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Bonn Chair: John J Voyer, University of Southern Maine

Discussant: Christopher B. Bingham, U. of Maryland

□ • In with the Old, In with the New: Using Genres to Study Dynamic Capabilities Among Hollywood Studios I Jamal Shamsie, Michigan State U.; Xavier Martin, Tilburg U.; Danny Miller, HEC Montreal

Stability vs Flexibility Pattern of New Product Development Modes: the case of the Aircraft Industry | Louis Mulotte,

₱Customizing Dynamic Capabilities: Learning, Adaptating and Focusing in Product Portfolio Management I Jamie P. Eggers, Wharton, U. of Penn

754: (Paper Session) - (BPS) New Ventures: Fishing for **Founders**

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Cabinet Chair: Glen Dowell, University of Notre Dame

Facilitator: Raphael H Amit, U. of Pennsylvania

Spawned with a Silver Spoon?: Entrepreneurship and Innovation in the Medical Devices | Aaron Chatterji, UC Berkelev

The origins of CEOs in high tech firms | Karen Schnatterly, U. of Minnesota; Scott G. Johnson, Oklahoma State U.

Heritage and Survival of Spin-offs: Quality of Parents and Parent-Tenure of Founders | Michael S. Dahl, Aalborg U.; Toke Reichstein. Tanaka Business School

→ Founder Backgrounds and the Evolution of Firm Size And Scope | Peter W Roberts, Emory U.; Steven Klepper, Carnegie Mellon University; Scott D. Hayward, Emory U.

755: (Paper Session) - (BPS) Diversification/M&A: Catch the Acquisition Wave Before it Crashes

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 3 - London

Chair: Xavier Castaner. HEC Paris

Discussant: Douglas J. Miller, Tulane U.

The Performance Implications of Participating in an Acquisition Wave | Gerry McNamara, Michigan State U.; Jerayr M Haleblian, U. of California, Riverside; Bernadine Johnson Dykes, Michigan State U.

A Dynamic Approach to Firm Behavior: An Examination of Merger and Acquisition Behavior | S. Trevis Certo, Texas A&M U.; Tim R. Holcomb, Texas A&M U.

Performance Feedback, Slack, and the Timing of Acquisitions Dinesh N Venkiteshwaran, Purdue U., West Lafayette; Kent D Miller, Michigan State U.

756: (Paper Session) - (BPS) Competitive Advantage: "Reckless" Drivers of Organizational Performance (Size, Slack & Consistency)

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - State Chair: Joan E. Ricart, IESE Business School Discussant: Tammy L. Madsen, Santa Clara U.

Organizational Slack: More or Less? | Yi-Chia Chiu, National Chung Hsing U.; Yi-Ching Liaw, National Chung Hsing U.

The Size-Profitability Link Re-visited: The Effect of Mode of Growth on Efficiency and Market Powe | Valerie Moatti,

ESCP-EAP; Pierre Dussauge, HEC Paris; Jaideep Anand, Ohio State U.

High Point or Hobgoblin? Consistency and Performance in Organizations | Scott Rockart, Duke U.

757: (Paper Session) - (BPS) Strategy Process: Messing With the CEO's Head

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Tieying Yu, Boston College

Discussant: Sarah Kaplan, U. of Pennsylvania

 ■Linking Serial Founders' Overconfidence To Their Recovery From Venture Failure & Venture Formation | Mathew Hayward, University of Colorado, Boulder

Cognitive Frames and Managerial Learning: Are More Refined Representations Always Better? | Gael Le Mens. Stanford U

■Double Down or All Bets are Off? Testing the Effects of Prior Performance on Decision Regret | Craig Turner, East Tennessee State U.

758: (Paper Session) - (BPS) Industry Dynamics: Learning to Fight

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 3 - Zurich

Chair: Goncalo Pacheco-de-Almeida, Stern/NYU

Facilitator: Govert Vroom, Purdue U.

Pulndustry Learning Environments and the Heterogeneity Of Firm Performance | Natarajan Balasubramanjan, U. of California, Los Angeles; Marvin B Lieberman, U. of California, Los Angeles

Incumbent-Entrant Asymmetries and Learning-by-Doing I Natarajan Balasubramanian, U. of California, Los Angeles

Reconceptualizing Dynamism: Towards a Complexity-based Conceptualization of Industry Variation | Hermann Achidi Ndofor, U. of North Carolina, Charlotte: Frances H Fabian, U. of North Carolina, Charlotte; John G Michel, Univ. of North Carolina at Charlotte

Firm Value Depends on Innovation by Competitors | Anita McGahan, Boston U.; Brian S. Silverman, U. of Toronto

759 ←: (BPS) Contracts and Strategy: Where Do We Stand?

2:30pm - 3:50pm Atlanta Marriott Marguis: International 10

Chairs: Kyle J Mayer, U. of Southern California; Daniel Walter

Elfenbein, Washington U. in St. Louis

Discussant: Harbir Singh, U. of Pennsylvania

Expanding Our View of Contracting and Its Costs | Peter S Ring, Loyola Marymount U.

Signing Contracts and Building Trust | Deepak Malhotra, Harvard U.; Keith Murnighan, Northwestern U.

Contract Structure and Performance: Lessons from Technology Transfer Agreements | Daniel Walter Elfenbein, Washington U. in St. Louis

Cooperative Strategy: Towards a Research Agenda for Capabilities, Contracts, and Inter-firm Relation | Kyle J Mayer, U. of Southern California

760 : (Paper Session) - (BPS) Governance: Split Personalities (CEO/Chairman Duality)

2:30pm - 3:50pm Atlanta Marriott Marquis: International 9 Chair: Jan Flynn, Georgia College and State U.

☐ Teaching-oriented | Management Practice-oriented | International-oriented | Theme-oriented | Visual Presentation | Selected for Best Paper Proceedings 253

Discussant: Dawn A Harris, Loyola U Chicago

- → The Role and Influence of the Chair of the Board of Directors | Terry McNulty, U. of Liverpool; Andrew M Pettigrew, U. of Bath; Clare Morris, University of Gloucestershire
- Substitutes Or Complements? The Effect Of Ownership And Board Of Directors On Ceo-Chairperson Duality | Krishna Udayasankar, National University of Singapore; Shobha S Das, Nanyang Technological U.; Pei-Xuan Lim, Nanyang Technological U.
- CEO Duality and Firm Risk-Taking Behavior: An Empirical Examination of Agency Perspective | Kong-Hee Kim, St.Cloud State University

761 □ ● Sys: (BPS, OB) Sports & Organizational Dynamics: Sports as a Setting for Management Research and Education

2:30pm - 3:50pm Atlanta Marriott Marquis: International 8

Chairs: Stephen P Borgatti, Boston College; Jegoo Lee, Boston College

Ranking Corporate Money: College Basketball and Corporate Giving (by Gilde & Malec) | Christian Gilde, Boston College; Michael Malec, Boston College

If You Build It, They Will Learn: Using Sports Metaphors to Teach Organizational Dynamics | Eric Lamm, Boston College; Ronald L. Dufresne, Boston College

Cognition, Cooperation, and Rivalry: Patterns of Interorganizational Exchange in Major League Baseball | William Schneper, U. of Pennsylvania

Team Performance as A Function of Emergent Networks:
Predicting Winners of Soccer matches | **Jegoo Lee**, Boston College; **Stephen P Borgatti**, Boston College

762 : (Paper Session) - (CAR) Identity and Behavior in Work and Family Relationships

2:30pm - 3:50pm Hyatt Regency Atlanta: Cairo

Chair: Christy Harris Weer, Drexel U./Radford U.

Discussant: Corinne Post, Pace U.

Engaging in Personal Business on the Job: Extending the Presenteeism Construct | Caroline P. D'Abate, Skidmore College; Erik R. Eddy, Siena College

- Using the Psychological Contract for Understanding Relationships between Work and Family Domains | Neil Conway, London U., Birkbeck; Jane Sturges, King's College, London U
- Work-Family Enrichment and Facilitation: A Review and Reinterpretation | Raymond T. Lee, U. of Manitoba; Celeste M. Brotheridge, U. of Quebec, Montreal

763 CAU: (CAU) Developement of a Regional Association in the Middle East: Middle EastAcademy of Management

2:30pm - 4:20pm Hyatt Regency Atlanta: Brussels

Discuss the organization of a Middle East Academy of Management

to foster research, networking & pubs.

Organizer: Ravi Chinta, American U. of Sharjah Presenter: Nejat Capar, American U. of Sharjah Participant: Starling Hunter, American U. of Sharjah

764 CAU: (CAU) Studying Organizational Errors

2:30pm - 3:50pm Hyatt Regency Atlanta: Geneva

Organizer: Paul S Goodman, Carnegie Mellon University Participants: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; John S Carroll, MIT Sloan School of Management; Fernando Olivera, U. of Western Ontario; Amy C. Edmondson, Harvard U.; Rangarai Ramanujam, Purdue U., West Lafayette

765: (Paper Session) - (CM) Involving Third Parties

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover A

Chair: Francois Grima, U. of Paris XII

Discussant: Douglas Mahony, U. of South Carolina

Organizational Restructuring and the Transformation of Workplace Conflict | Ariel C Avgar, Cornell University; Hyunji Kwon, Cornell U.

- Pu-How Social Context Influences Alternative Dispute
 Resolution Procedues for Employment Lawsuits | Richard
 A. Posthuma, U. of Texas El Paso; James B. Dworkin, Purdue
 U. North Central; Samuel Pavel, Purdue U. North Central
- ➡★ Knowledge, Action and Public Concern: the Logic of Mediators' Actions in French Labour Conflicts | Georges Trepo, HEC Paris; Francois Grima, U. of Paris XII

766: (Paper Session) - (CM) **Trust**, **Distrust**, **and Relationship Repair**

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover C

Chair: Barbara Gray, Pennsylvania State U.

Discussant: Donald L Ferrin, Singapore Management U.

- The Key Role of Personal Values in Decoupling Task
 Conflict from Relationship Conflict | Randall S Peterson,
 London Business School; Ramya Ranganathan, London
 Business School; Shu-Cheng Chi, National Taiwan U.; Hwa-Hwa Tsai, National Taiwan U.; Shu-chen Chen, National Taiwan
 U.
- Social Dynamics of Paranoia and Distrust in Teams | Daniel J. McAllister, National U. of Singapore; Hwee-Hoon Tan, Singapore Management U.; Kelvin Pang, National U. of Singapore; Yi Ruan, National U. of Singapore
- → Repairing Relationship Conflict: How Violation Types and Culture Affect Restoration Rituals | Hong Ren, Pennsylvania State U.; Barbara Gray, Pennsylvania State U.

767 (Paper Session) - (CM) Negotiator Cognition 2:30pm - 3:50pm Hyatt Regency Atlanta: International North - CM 1 Presented on Panels 1-3

- Concentrate! The Effects of Pre-Negotiation Concentration Exercises on Negotiation Performance | Jochen Reb, Singapore Management U.
- Effects of Reference Points and Perspective-taking on Dyadic Negotiation | Zhi-Xue Zhang, Peking U.; Min Wang, Peking U.; Yulan Han, Peking U.
- Negotiation Ethics in Business and DiplomacyAn Analysis of Perceptual Similarities and Differences | Filipe Sobral, Escola de Administração Publica e de Empresas, Fundacao Getulio Vargas; Natália F. de O. M. Leal, U. of Kent, Canterbury

768: (Paper Session) - (CMS) Analyses and Critiques of Work and Workplaces

2:30pm - 3:50pm Atlanta Marriott Marquis: Tigris & Danube

Chair: Joy Panoho, Massey U.

Discussant: Ismael Al-Amoudi, Cambridge U.

₱ "Re-evaluating Diversity": Reviving Critical Discourse in Diversity Research in Organization Studies I Tiffany L Galvin, U. of Massachusetts, Amherst

Best CMS Paper Nominee

₽The Sweetest Dreams that Labor Knows: Robert Frost and the Poetics of Work | Gazi Islam, Ibmec, Sao Paulo; Adam Barsky, U. of Melbourne

Best CMS Paper Nominee

From Emotional Labour to Immaterial Labour: Commodification and Change in a Budget Airline | Jenna Ward, U. of York; Stephen A. Linstead, U. of York

₱●"Some Good Clean Fun" – Humor in An Online Advertising Agency | Gordon Euchler, U. of Cambridge; Kate M. Kenny, U. of Cambridge

Best Student Paper Nominee

769 ■JS: (CMS, SIM) Local Solidarity: Historical/Contemporary Experiments in Socially **Responsive Business Development**

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 4 - Yukon

Chair: David Jacobs, Morgan State U.

Taking it to the Street: Labor Shareholder Activism and "Acting Locally" | Richard Marens, California State U., Sacramento

Worker Ownership as Social Transformation | John T Luhman, U. of New England

Business-Labor Partnerships in Local Economic Development: Building the High Road in Western New York | Charles Whalen, Labor and Employment Relations Association Network Economy: Sustainable Local Alternative for Rural India | Latha Poonamallee, Case Western Reserve U.

770: (Paper Session) - (ENT) Opportunity Identification 2:30pm - 3:50pm Hilton Atlanta: Council/Cabinet Room

Chair: Richard L McCline, San Francisco State University

- ■Discovery and Creation: Alternative Theories of Entrepreneurial Action. | **Sharon Alvarez**, Ohio State U.
- Proportunity Acknowledgement as a Cognitive Process of Alignment: Evidence from Verbal Protocols I Denis A. Gregoire, Georgia State U.; Pamela S Barr, Georgia State U.; Dean Shepherd, Indiana U.
- Opportunity Recognition and Exploitation in the Pre Start-Up Phase | Christoph Hienerth, Vienna U. of Economics and Business Administration; Christopher Ulrich Lettl, Berlin U of Technology
- → Recognizing Opportunities for Market-Driven Social Entrepreneurship | Ingrid Wakkee, Vrije University Amsterdam, The Netherlands; Paula Danskin Englis, Berry College

771 (Paper Session) - (ENT) Entrepreneurship and Academe

2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom C & D Chair: Marilyn L Taylor, U. of Missouri

■The University and the Spin-off Process- a Dynamic Capability Approach | Einar Rasmussen, Bodo Graduate School of Business; Odd-Jarl Borch, Bodo Graduate School of **Business**

- Academic Entrepreneurship: Attempting Theoretical Sense-Making of Past Findings | Robert L Phillips, Texas Tech U.; Keith Brigham, Texas Tech U.; Roy D Howell, Texas Tech U.
- Achim Walter, U. of Kiel: Felix Riesenhuber, U. of Kiel: Michael Auer, Steinbeis U. Berlin

772: (Paper Session) - (ENT) Taking New Ventures International

2:30pm - 3:50pm Hilton Atlanta: Embassy Room

Chair: Michael J. Fern. U. of Victoria

- Towards a Theory of Intermediated Internationalization of New Ventures | Zoltan J Acs, George Mason U.; Siri Ann Terjesen, Queensland U. of Technology
- International Entrepreneurship and Internationalization Decisions: Theory. Propositions. Evidence | Keith John Perks, U. of Brighton; Mathew Hughes, U. of Nottingham
- → Knowledge Assets in the Internationalization and Performance of New Ventures from Emerging Markets | Eric Wood, U. of Cape Town; Susanna Khavul, London Business School: Srinivas Prakhva. Indian Institute of Management Bangalore; Raul Velarde, IPADE, Mexico; Congcong Zheng, San Diego State University
- → Entrepreneurial Orientation and Internationalization of SMEs: Propositions and Future Directions | Patricia Todd. Western Kentucky U.; Rajshekhar G. Javalgi, Cleveland State U; Robert F Scherer, Cleveland State U

773: (Paper Session) - (ENT) Individual Differences in the Self-Employed

2:30pm - 3:50pm Hilton Atlanta: Washington

Chair: Lorraine M. Uhlaner, Erasmus U. Rotterdam

Profiling the Growth Oriented Nascent Entrepreneur in the US -Evidence from Representative Samples | Maija Renko, Florida International U.; Paul D Reynolds, Florida International

- A Search for Autonomy Anchors in Multiple Samples of Organizationally and Self-Employed Individuals | David J Prottas. Adelphi U.
- Self-Employment, Work-Family Conflict and Work-Family Synergy: Antecedents and Consequences | Nicholas J Beutell, Iona College
- Beating Entrepreneurial Stress: Goals and Coping Strategies of Start-up Entrepreneurs | Marilyn Ang Uy, National University of Singapore; Zhaoli Song, National U. of Singapore

774 → SS: (ENT, BPS) Leading Open Innovation: **Creating Centripetal Innovation Capacity**

2:30pm - 3:50pm Hilton Atlanta: Douglas

Chair: Anne S. Huff. Technische U., München

Discussant: Lynda Gratton, London Business School

Introduction to Centripetal Innovation Capacity (CIC) | Anne S. Huff, Technische U., München

Local Leadership Practices that Foster CIC | Tobias Fredberg, Chalmers U. of Technology

Corporate Leadership Systems | Kathrin M Moeslein, HHL -Leipzig Graduate School of Management

Building Centripetal Absorptive Capacity | Frank T. Piller, Massachusetts Institute of Technology

Discussion: Models of Cooperation | Lynda Gratton, London **Business School**

775 ©: (Paper Session) - (GDO) "Life-Friendly" Organizations: Balance for Working Fathers, Working Mothers, and Working Singles

2:30pm - 3:50pm Hyatt Regency Atlanta: Lenox

Chair: Taryn Lyn Stanko, U. of California, Irvine

Discussant: Karen L. Middleton, Texas A&M U., Corpus Christi

- Winning at Blue Collar Blues: Fathers Using Sports as a Metaphor to Manage Work-Family Conflict | Lawrence S. Root, U. of Michigan, Ann Arbor; Lynn Perry Wooten, U. of Michigan, Ann Arbor
- 'Mothering' in Organizational Research | Ellen Elizabeth Rudderham-Gaudet, Saint Mary's U.
- Beyond Family-Friendly: Singles-Friendly Work Cultures and Employee Attachment | Wendy J. Casper, U. of Texas, Arlington; David Weltman, U. of Texas, Arlington; Eileen Kwesiga, U. of Texas, Arlington
- → Parental Responsibilities & Expectations: Triggers of Work-Family Conflict and Other Family Outcomes | Mui Dora Luk, City U. of Hong Kong

776 ⊕→ SHCS: (GDO, CMS, CAR) Women on Boards of Directors:Intervention Strategies and Global Action for **Board Level Gender Equity**

2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis - Salon I Organizer: Rosanne Hawarden, Massey U.

Chair: Ralph Stablein, Massey U.

Women on Boards of Directors: Overview of Global Intervention Strategies & New Zealand Initiatives I Rosanne Hawarden, Massey U.; Ralph Stablein, Massey U.

Women on Corporate Boards of Directors: Ongoing Challenges | Ronald J. Burke, York U.; Richard W. Leblanc, York U.

Women on Boards of Directors: United Kingdom Stakeholder Collaboration Strategies for Gender Equity | Susan Mary Vinnicombe, Cranfield U.; Val Singh, Cranfield U.

United States Regional Update and Potential Route to More Substantial Progress | Susan M. Adams, Bentley College; Patricia Flynn, Bentley College

- Getting Women on the Board: Strategies Learned from Sustained-Commitment Companies | Heather Foust-Cummings, Catalyst
- A Social Network Approach to Board Diversity and Firm Performance | Michelle Duquid, Cornell U.: Quinetta M. Roberson, Cornell U.; Orlando C. Richard, U. of Texas, Dallas

777 □ • S: (GDO, PNP, MED) Diversity Leadership Academy: Putting Diversity Knowledge into Action for the **Public Concern**

2:30pm - 3:50pm Hyatt Regency Atlanta: Int'l Ballroom South

Keynote Speaker: R. Roosevelt Thomas, Jr., R. Thomas Consultina

Chair: C. Douglas Johnson, Georgia Southern U. Presenters: Melanie Harrington, American Insitute for Managing Diversity; Don Gordon, Furman U.

778 **○ •**: (Paper Session) - (HCM) Power of the Patient in **Health Care**

2:30pm - 3:50pm Hilton Atlanta: DeKalb

Chair: Stephen James O'Connor, U. of Alabama, Birmingham Discussant: Sharon Topping, U. of Southern Mississippi

- Linking Patient-Physician Trust to Health Outcomes | Yin Yang Lee, I-Shou U./ Yongkang Veterans Hospital, VAC Health Care Work Environments, Employee Satisfaction, and Patient Safety: Care Provider Perspectives | Cheryl Rathert, U. of Missouri, Columbia; Douglas R May, U. of Kansas
- Patient Evaluation of Physicians: A Test of Implicit Stress Theory | Kenneth Zantow, U. of Southern Mississippi Gulf Coast; Chalmer E. Labig, Oklahoma State U.
- Utilization: Exploratory Findings from 2002 MEPS | Qian Xiao, U. of Alabama; Grant T. Savage, U. of Alabama

779 OJS: (HCM, ODC, OMT) Using Organizational Culture Theory and Measures to Guide Change in the Delivery of **Health Care**

2:30pm - 3:50pm Hilton Atlanta: Gwinnett

Chair: Amy Smalarz, Center for Organization, Leadership and Management Research

Participants: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Michael Beer, Harvard Business School; John Kralewski, U. of Minnesota; Mark Meterko, U.S. Department of Veterans Affairs; Michael I Harrison, Agency for Healthcare Research and Quality

780: (Paper Session) - (HR) Balancing the Work-Life Interface

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover B Chair: Daniel C Ganster. U. of Arkansas Discussant: Isabel C Botero, Illinois State University Work-Family Satisfaction and Job Attitudes: the Macromotive Effect | Jarrod M Haar, U. of Waikato; Chester S Spell, Rutgers U., Camden

- ₽ The Good, The Bad, and The Unknown About Telecommuting: A Meta-Analysis I Ravi Shanker Gaiendran. Pennsylvania State U; David A. Harrison, Pennsylvania State U.
- An Exploration of Work-Family Conflict and Family-Work Conflict in Work and Home Roles | Edward F Murphy, Embry Riddle Aeronautical U.; Regina Greenwood, Kettering U.; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Terrell G Manyak, Nova Southeastern U.; Bahaudin Mujtaba, Nova Southeastern U.; Arnel Onesimo O. Uy, De La Salle U.
- A Multi-Dimensional Construct of Work-Life System: Its Link to Employee Attitudes and Outcomes | Chervi Tay, Nanyang Technological U.; Hesan A Quazi, Nanyang Technological University; Khim Kelly, Nanyang Technological University

781: (HR) The Future of HR: Implications for Teaching and Research

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover F

Organizers: K. Michele Kacmar, U. of Alabama; Sandy J. Wayne, U. of Illinois, Chicago

Presenters: Edward E. Lawler, U. of Southern California; Sara L Rynes, U. of Iowa; David Ulrich, U. of Michigan; Stephen J Cerrone, JP Morgan Chase Bank; David E Guest, King's College, U. of London

782: (Paper Session) - (HR) Downsizing: Antecedents and Consequences

2:30pm - 3:50pm Hyatt Regency Atlanta: Manila

Chair: Peter B Thompson, U. of Illinois, Chicago Discussant: Timothy M. Gardner, Brigham Young U.

Downsizing Decisions and Intellectual capital: The Role of Accounting Information | Douglas H. Flint, U. of New Brunswick; Elin Maher, U. of New Brunswick; Martin Wielemaker, U. of New Brunswick

- ■Bridging Turnover and Downsizing Realms: Modifying Mobley's Causes and Correlates of Turnover | Nita Chhinzer, McMaster U.
- Examining the Financial Impacts of Downsizing of Information Technology Workers | Christina Nicole Outlay, University of Illinois at Chicago: Poornima Krishnan. University of Illinois at Chicago; C Ranganathan, University of Illinois at Chicago
- → Downsizing, Corporate Performance and Shareholders' Wealth: A Meta-Analysis | Jose Allouche, U. of Paris 1; Patrice Laroche, U. of Nancy 2; Florent Noel, U. Paris 1

783: (Paper Session) - (HR) Training Outcomes: The Role of **Process**

2:30pm - 3:50pm Hyatt Regency Atlanta: Singapore

Chair: Mary D Zalesny, PNNL

Discussant: Miguel Quinones, U. of Arizona

- ©Distal Goal and Proximal Goal Transfer of Training Interventions | Travor C. Brown, Memorial U. of Newfoundland
- Holistic Training Model: The Combination of Explicit and Tacit Knowledge - the Complete Package | Everett T. Coyle, jr, Texas U. of Brownsville
- Inducing Maximal versus Typical Learning Through the Provision of a Pre-Training Goal Orientation | Jessica R. **Mesmer-Magnus**, University of North Carolina - Wilmington; Chockalingam Viswesvaran, Florida International U.
- Vertical Transfer of Training: Can One Person Make a Difference? | Marie-Helene Budworth, School of Administrative Studies, York University

784 → •: (Paper Session) - (IM) Country Institutions and MNC Performance and Strategy

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam

Chair: Regis Cabral, Akademi Norr

Discussant: Liesl Riddle, George Washington U.

- → Market Orientation and Firm Performance in a Developing Country: The Role of Institutional Capital | Shahid Bhuian, Louisiana Tech University; Bruce Walters, Louisiana Tech U.; Musa Dwairi, Grambling State University
- → Political Hazards, Opportunism and Stock Market Reaction to International Expansion of Telecom Firms | Pablo Sánchez-Lorda, U. de Oviedo, Spain; Esteban Garcia-Canal, U. de Oviedo, Spain
- → Institutional Compatibility: Changes in Foreign Entry Strategies in Hungary, Russia, and China | Jun Xia, Texas Tech U.; Kimberly B. Boal, Texas Tech U.
- → The Influence of National Institutions on International Business IP Conflict Resolution Strategies | George O.

White III, U. of Texas at El Paso; Carole Cangioni, U. of Texas at El Paso

785 →: (Paper Session) - (IM) The Emerging Market MNC: Development, Internationalization and Survival

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Madrid Chair: Ping Deng, Maryville University of St. Louis Discussant: Ilgaz Arikan, Georgia State U.

- → Emerging Economy Firms' International Entry Strategies: An Institutional Economics Perspective I Heechun Kim. Arizona State University; Robert E. Hoskisson, Arizona State U.; William P Wan, Thunderbird, The Garvin School of International Management
- → Ethnic Identity, Market Depth and the Survival of Emerging Market Firms in Developed Markets | Stewart R Miller, U. of Texas, Austin; Douglas E. Thomas, U. of New Mexico; Lorraine Eden, Texas A&M U.; Michael A. Hitt, Texas A&M U., College
- → Collective Knowledge Flows in Building Globally Competitive Developing Country Firms | Paola Perez-Aleman, McGill U.
- → The Internationalization of Manufacturing SMEs in Central and Eastern Europe: Which Resources Matter? | Audra I. Mockaitis, Victoria U. of Wellington: Aldas Kriauciunas, Purdue U.; Maja Makovec, U. of Ljubljana; Luminita Nicolescu, Academy of Economic Studies

786 >: (Paper Session) - (IM) Studying Values and Norms **Across Cultures**

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Stockholm Chair: Rajnandini Pillai, California State U., San Marcos Discussant: Sara Kimmel, Belhaven College

- → Hofstede, House, Trompenaars, or Schwartz: Whose Cultural Distance Matters? | Peter Magnusson, St Louis University; Rick T Wilson, St Louis University; Srdan Zdravkovic, St Louis University; Joyce Xin Zhou, St Louis University; Stanford A Westjohn, St Louis University
- → ← Hitting the Sweet Spot: Balancing Equity and Equality to Maximize Wealth and Happiness | Piers Steel, U. of Calgary; John Peloza, U. of Calgary
- → The Norm of Reciprocity: Construct Validation of a Chinese Scale | Joshua B Wu, University of Miami; Peter Hom, Arizona State U.; Jiwen Song, Renmin U. of China; Lynn Shore, San Diego State U.; Lois Tetrick, George Mason U.; Chaoping Li, Renmin U.; Liangding Jia, Nanjing U.
- Evidence from the Czech Republic | Wade Danis, Georgia State U.; Leigh Anne Liu, Georgia State U.

787 →: (Paper Session) - (IM) The Role of Networks in International Expansion and Operations

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Trinidad Chair: Catherine Thomas, Harvard Business School Discussant: Patricia A. Nelson, U. of Edinburgh

- The Relationship Between External Business Networks and Performance in Foreign Investments | Janet Shaner, IMD; Martha L Maznevski, IMD
- → The Impact of Nationality of Ownership on the Networking Intensity of Firms | Lilach Nachum, Baruch College

- Network and Institutional Effects on Entry Strategies | Fang-Yi Lo, National Chenchi U.; Chow-Ming Yu, National Chengchi U., Taiwan; Yu-Ching Chiao, National Chung-Hsing University; Peng-yu Li, National Chengchi U.
- A Network Perspective of Competition: Market Entry
 Decisions of American Subsidiaries in China | Fiona Kun
 Yao, Hong Kong U. of Science and Technology

788 ♥→ JS: (IM, HR, CAR) Current Challenges for Staffing in Multinational Corporations

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen

Chair: Paula M Caligiuri, Rutgers U.

- Predicting Global Job Pursuit Intentions and Attraction to MNEs | **Ibraiz Tarique**, Pace U.
- Cultural Convergence and Divergence in Career Anchors: Evidence from 24 Countries | Saba Colakoglu, Rutgers U.; Paula M Caligiuri, Rutgers U.; Jean-Luc Cerdin, ESSEC Business School
- Organizational Characteristics as Determinants of Company Attractiveness on the Labor Market | **Dino Ruta**, Bocconi School of Management; **Ubaldo Macchitella**, Bocconi University and Sda Bocconi School of Management
- Recruitment and Selection of Executive Talent for U.S.-Mexican Joint Ventures in Mexico | **Pramila Rao**, Marymount U.; **Mary A. Gowan**, George Washington U.

789 → SHCS: (IM, OB) Culture and Leadership: An Overview of the Findings of the GLOBE Project

2:30pm - 3:50pm Hilton Atlanta: Grand Salon C

Organizer: Mansour Javidan, Thunderbird, The Garvin School of International Management

Presenters: Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management; Peter W Dorfman, New Mexico State U; Mansour Javidan, Thunderbird, The Garvin School of International Management

790 : (Paper Session) - (IP) **The Value of Managerial Capital**: **Theoretical and Empirical Perspectives**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A1 Facilitator: **Joan Brett**, Arizona State University

- •GDO: Everywhere Except on Top: Women Executives in the Nonprofit Sector | Jane A. Van Buren, Vermont Alliance of Nonprofit Organizations (VANPO)
- → BPS: CEO Pay Variance Across Countries: The Role of Informal and Formal Institutions | Katalin T. Haynes, Arizona State University
- BPS: Applying Game Theory to Optimize Manager Compensation as a Negotiation Process | Wann-Yih Wu, National Cheng Kung U.; Cheng Feng Cheng, National Cheng Kung U.
- OMT: Searching for an Optimum: Employment Contract Design in the Case of Strategic Alliances | Irem Demirkan, University of Texas at Dallas; Sebahattin Demirkan, University of Texas at Dallas
- **BPS**: Bargaining Games and the Dynamics of Price Formation: an Axiomatic Model to Explain Market Prices | **Rogerio Victer**, Boston U.

791: (Paper Session) - (IP) **Perceptual and Individual Differences of Leaders: Implications for Organization**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A2 Facilitator: **Beverly Dawn Metcalfe**, Hull U.

- BPS: Leading Transaction Costs Out?The Influence of CEO Leadership Style on Transaction Costs in SMEs | Tom Dalziel, University of Cincinnati
- PNP: All Joking Aside...: Moderating Effect of Humor On Relations Between Leader Style & Follower Outcomes | Robert Vecchio, U. of Notre Dame; Joseph E. Justin, Claremont Graduate U.; Craig L Pearce, Claremont Graduate U.
- → BPS: The Influence of General Managers' Personality on Radical Change: Evidence from Ecuador | Pol Herrmann, lowa State U.
- OB: Effort Goals as a Means and Focus of Self-Regulation | Robert Litchfield, Washington and Jefferson College; Robert S Billings, Ohio State U.
- ©GDO: Deborah, The First Woman Leader: Leadership, Gender and the Battle of the Sexes c. 1250 B.C. | Yochanan Altman, London Metropolitan U.; Beverly Dawn Metcalfe, Hull U.; Jacques Rojot, U. of Paris II; Frank Bournois, U. of Pantheon Assas Paris II

792: (Paper Session) - (IP) Leadership: Theoretical Directions

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A3

Facilitator: Rebecca A Henry, Rensselaer Polytechnic Institute

- BPS: Effects of Transformational Leadership on Performance: The Influence of Knowledge and Innovation | Luis Miguel Molina, U. Granada; F. Javier Lloréns Montes, U. of Granada (Spain); Victor Garcia-Morales, U. of Granada (Spain); María del Mar Fuentes, U. Granada; María Magdalena Jimenez, U. Granada
- OB: Ensuring Follower Perceptions of Distant Leader Charisma: The Role of Lieutenant Minstrelship | Benjamin Martell Galvin, Arizona State U.
- **OB**: Toward a Motivational Theory of Charismatic Leadership | **Jaepil Choi**, Hong Kong U. of Science and Technology
- CMS: "Inter-Leadership" -Perspectives of an Integral Framework for Leadership | Wendelin Merlin Kuepers, U. of Hagen; Juergen Weibler, U. of Hagen
- OB: Making Sense of Motivational Leadership: From
 Transformational Leaders to Motivated Followers | David T.
 Wagner, Michigan State University; Remus Ilies, Michigan State

793: (Paper Session) - (IP) Board Structure and Role in Value Creation

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A4 *Facilitator:* **Sven-Olof Collin**, Kristianstad U.

- ■OB: Three Conceptual Models of Board Role Performance; Structure, Process and Mediation | Chin Huat Ong, National U. of Singapore; David Tai Wai Wan, National U. of Singapore; Loizos Th. Heracleous, Templeton College, Oxford U.
- **BPS**: The Influence of Board Characteristics on Corporate Innovation Strategies | **Bradley George**, Indiana U., Bloomington

- BPS: Making Sense of Board Effectiveness: A Socio-Cognitive Perspective | Sujit Sur, Concordia University
- **BPS**: The Board's Functional Emphasis: A Contingency Approach | Sven-Olof Collin, Kristianstad U.
- BPS: The Strategy Of Corporate Governance | Sven-Olof Collin, Kristianstad U.; Elin Smith, Kristianstad U.

794: (Paper Session) - (IP) The Sources and Consequences of (De)Legitimacy

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B1

Facilitator: Eileen Fischer, York U.

- **OMT:** Persistence of Delegitimated Behavior in a Network Organization | Achim Oberg, Aachen U.; Peter Walgenbach, Erfurt U.
- **OMT:** Contrasting Social Movement and Organizational Legitimacy: Legitimation of a Radical Element | Tony Francolini, U. of Western Ontario
- **COMT**: The Value Mechanism: Driving the Capitalist Selection Environment | Robert Peter Dalitz, Australian National U.
- **MC**: Management Consulting Firms as Institutional Entrepreneurs – The Case of Ethnic Entrepreneurship | Rashmi H. Assudani, Xavier U.
- **OMT**: The Delegitimation and Relegitimation of Stock Analysts' Occupation (2000-2002) | Dmitry Mikhail Khanin, California State U., Fullerton

795: (Paper Session) - (IP) Institutional Determinants of **Business Political Strategy**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B2 Facilitator: Norris Gunby, Elon U.

- → **CONE**: The Policy Process and Business Political Environmental Management Strategies in Developing Nations | Jorge Rivera, George Washington U.; Jennifer Oetzel, American U.; Peter de Leon, U. of Colorado, Denver; Mark Starik, George Washington U.
- → IM: Isomorphism in a Global Setting: Institutional Theory and Structure of Multinational Enterprises I Yangmin Kim.
- → IM: Mandate Development in Local Subsidiaries of MNCs: Micro-Political Strategies and Practices | Christoph Dörrenbächer, Social Science Research Center Berlin (WZB); Mike Geppert, Queen Mary U. of London
- → ■BPS: The Role of Political Connection in Corporate Governance Transparency: Evidence from Taiwan | Zhonghua Wu, National U. of Singapore
- **©BPS**: Enforced Choice and Political Strategy Making Processes: Performance in Constrained Environments I Norris Gunby. Elon U.

796: (Paper Session) - (IP) Impact of Geographic and **Cultural Differences on Team Effectiveness**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B3 Facilitator: Leslie Vincent, University of Kentucky

OCIS: Geographically Dispersed Team Interaction:

Development of a Comprehensive Typology | Rama Kaye Hart, University of St. Thomas

- TIM: The Paradox of Smooth Workflow and Good Teamwork in the Emperor's New Clothes Syndrome | Nobuyuki Chikudate, Hiroshima U.
- → IM: How Collective Are We? Cultural Myth and Inter-Group Conflict in Organizational Settings | Yu-Chieh Lo. U. of Southern California
- → PNP: 25 Cultures One Mission: Multinational Teams in the European Commission | Anne-Katrin Neyer, London Business School
- ●TIM: University Technology Transfer and Teams: Conflict, Climate and Market Strategy Formulation | Carolyn Denise Davis, Georgia Institute of Technology; Leslie Vincent, University of Kentucky

797: (Paper Session) - (IP) Cognitive Processes in Group Settinas

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B4

Facilitator: Christine D. Ho, U. of Adelaide

- **THCM:** Expertise Recognition, Communication, and Knowledge Sharing in Multifunctional Patient Care Teams | Niti Pandev. U. of Illinois. Urbana-Champaign: Joseph J Martocchio, U. of Illinois, Urbana-Champaign
- TIM: The Impact of Cognitive Style on Group Performance I Niall Connolly, U. of College Dublin; Eleanor O'Higgins, U. of College Dublin
- **■MOC**: Exploring Team Effectiveness During Crises | Mary J Waller, U. of Maastricht; Robert A Roe, Maastricht U.; Josette M.P. Gevers, Technische U. Eindhoven; Anneloes Raes, Maastricht U.
- **●GDO**: Does Heterogeneity Inspire Team Psychological Safety? | Christine D. Ho, U. of Adelaide
- MED: Critical Thinking in Groups | D Christopher Kayes, George Washington U.; Anna B. Kayes, George Washington U.

798: (Paper Session) - (IP) Explorations of New Leadership Models

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: Loren J. Naidoo, Baruch College, CUNY

- **OB**: Developing and Validating a Measure of Performance Management Leadership | Kathryn J. L. Jacobson, Arizona State U.; Gregory Prussia, Seattle U.; Angelo J. Kinicki, Arizona State U.
- **OCIS:** A Social Identity Model of Leadership Effectiveness in Electronic Knowledge Networks | Steven L. Johnson, U. of
- **OB**: A New Theory of Leaders' Effects on Follower Performance: Cognitive and Emotional Sensemaking | Loren J. Naidoo, Baruch College, CUNY
- **MOC**: The Impact of Identity on the Strategic Decision-Making of CEOs | Shalei Simms, Rutgers U.
- **OB**: Computer Models of Leadership: Foundation for a New Discipline or Meaningless Diversion? | James K. Hazy, Adelphi U.

799: (Paper Session) - (IP) Formal Processes and **Organizational Outcomes**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C2 Facilitator: Sonya F. Premeaux, Nicholls State U

- **©BPS**: Developing a Strategic Plan for a College of Business | R Henry Migliore, Oklahoma State U.
- Thr: Crisis Management of Human Resources: Lessons from Hurricanes Katrina and Rita | Sonya F. Premeaux, Nicholls State U; Denise Breaux, Nicholls State U
- →IM: Strategic Planning in Emergent Market Organizations: Empirical Investigation | Hussam Ahmad Al-Shammari, U. of Texas. Arlington
- **OM**: Interrelationships between the Dimensions of Supply Chain Management and Organizational Performance I Anant Ravindra Deshpande, U. of Texas Pan American
- **ENT:** Coordinating Effective Organizational Growth in Entrepreneurial Firms: A Developmental Perspective | Hagen Worch, Max Planck Institute of Economics

800: (Paper Session) - (IP) Organizational Justice 2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C3 Facilitator: Constant D. Beugre, Delaware State U.

- SIM: Social Information and Role Changes in Moral Retaliation to an Organization's Layoff Decision | Kwanghyun Kim, Texas A&M U.; Ricky W Griffin, Texas A&M U.
- **OB:** The Subjective Nature of Fairness: The Impact of Social Context Influences on Fairness Judgments | Vijaya Venkataramani, Purdue U., West Lafayette
- GDO: The Effects of Decision-Maker Status and Gender on Procedural Justice Perceptions | Jessica Lynn Bradley, Clemson U.; Michael Horvath, Clemson U.
- SIM: Repairing Injustice at Work: Beyond Social Accounts | Constant D. Beugre, Delaware State U.
- **OB**: Feel Free to Speak Up: The Relationship Between Organizational Justice and Voice Engagement | Meena Andiappan, Pennsylvania State U.

801 : (Paper Session) - (IP) Emergence in Systems **Dvnamics**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C4 Facilitator: Benyamin B. Lichtenstein, U. of Massachusetts,

- **OMT**: Organizational Memory as a Complex System | **Davi** Noboru Nakano, U. of Sao Paulo; Afonso Carlos Fleury, U. of
- BPS: Co-Evolution and Networks Adaptation: What Can We Learn from Biology? | Ana Colovic, Paris Dauphine U.; Manuel Cartier, Paris Dauphine U.
- **OMT**: Identity and the Institutionalization of an Organizational Form: The Case of Rural Cooperatives | Peter Foreman. Illinois State U.; Randall E Westgren, U. of Illinois
- PNP: The Co-evolution of Development Needs and IOR Forms: A Comparative Case Study in Bosnia | Eric C. Martin, Eastern Connecticut State U.
- → MSR: A Holistic and Multidimensional View of Spirituality and Values: The Case of Global Gulen Network | Fahri Karakas, McGill U.

802 @ (Paper Session) - (MC) Consulting Field Reports &

2:30pm - 3:50pm Hyatt Regency Atlanta: International North - MC Presented on Panels 6-13

- Consulting Services: The Importance of Long-Term Exchange | Abraham Carmeli, Bar Ilan U.; Elli Kreizberg, Netanya Academic College; Jacob Weisberg, Bar Ilan U.
- Management Consulting in Complex Corporate Governance: The French Chambers of Commerce Case Study | Nathalie Krief, ISEOR, U. of Lyon
- Capabilities and Knowledge in Professional Service Firms – a Strategic Perspective | Soeren H. Jensen, Copenhagen Business School; Flemming Poulfelt, Copenhagen Business School; Stig Hartmann, Copenhagen Business School
- SEAM and Organizational Change: Implementing Change in an American Context | Rickie Moore, EM LYON; Michel Peron, ISEOR / U. of Paris Sorbonne
- Growth Drivers for Consultancies: The Relative Influence of Reputation, Referrals, Trust and Price | Christoph Barchewitz, Columbia U.; Matthias Heiler, University of Mannheim; Thomas Armbruester, U. of Witten/Herdecke; Timo **Stich.** Max Planck Institute of Information Science
- → Management Consulting Interventions in Developing Countries | Emmanuel Beck, ISEOR, University of Lyon 3
- Enhancing Value Added of Working Time: A Management Consulting Intervention Case Study | Laurent Cappelletti, ISEOR, U. of Lyon 3; Florence Noguera, ISEOR and Gesem. U. Of Montpellier1
- Capability in Communities and Organisations. | Bernadette Anne Rutyna, Organisational Development Options; Denise Ann Hagan, Queensland Public Service; Chris Patty, Ceejai Consulting; Peter Buckland, Not Specified

803 © JS: (MC, HR) Consultants as Contingent Workers: Redefining Boundaries between Clients and Service-**Providers**

2:30pm - 3:50pm Hyatt Regency Atlanta: Montreal

Organizer: Sandra Fisher, Clarkson U.

Blended Service Provider - Client Teams | Sheila Webber, U. of Massachusetts Lowell; Kai Lamertz, Concordia U.

The Boundary Spanning Role of On-site Consultants: Effects on Individual and Org. Performance | Sandra Fisher, Clarkson U.; Michael E Wasserman, Clarkson U.; Paige Wolf, George Mason U.

Independent and Dependent Contracting: Understanding the Impact | Catherine Connelly, McMaster U.; Daniel G Gallagher, James Madison U.

804 € → ■JS: (MC, ODC, RM) Insiders' Perspective on Sustaining Collaborative Research: The Search for **Knowledge and Action**

2:30pm - 3:50pm Hyatt Regency Atlanta: Vancouver

Chair: A.B Rami Shani, California Polytechnic State U., San Luis Obispo

Discussant: David Coghlan, U. of Dublin

Presenters: Hans Gunnar Björkman, Sif; Ragnar Kling, Stockholm School of Economics; Jonas Roth, Chalmers U. of Technology

805 ©: (Paper Session) - (MED) Practices to Enhance Learning

2:30pm - 3:50pm Hyatt Regency Atlanta: International North - MED 1

- Presented on panels 15-17
- ☐ Introducing Management to Undergraduate Students: AOM to the Rescue | Svjetlana Madzar, Gustavus Adolphus College
- Way of Seeing ... Way of Not Seeing: Illumination and Obfuscation through Organizational Metaphor | John P. Mever. Iona College
- Teaching the Concept of the Sampling Distribution of the Mean | Herman Aguinis, U. of Colorado, Denver; Steven A. Branstetter, West Virginia U.

806 @: (Paper Session) - (MED) Tools & Approaches to On-Line MED

2:30pm - 3:50pm Hyatt Regency Atlanta: International North - MED 2 Presented on panels 18-20

- Cross-Cultural Electronic Negotiation: A Tool for Encouraging Students to "Look into the Mirror" | Amy L Kenworthy-U'Ren, Bond U.; Brooks C. Holtom, Georgetown U.
- Applying a Dialogue Framework for Online Management Courses | Robert Konopaske, Florida Atlantic U: John M. Ivancevich, University of Houston; Jacqueline A. Gilbert, Middle Tennessee State University
- in Educational Broadcasting Systems | Ruey-Lin Hsiao, National U. of Singapore

807: (Paper Session) - (MED) New Experiences to Enhance Experiential Learning

2:30pm - 3:50pm Hyatt Regency Atlanta: Spring Chair: Joseph E Champoux. U. of New Mexico Discussant: Christopher Meisenhelter. York College of Pennsylvania

- Creative and Entrepreneurial Behavior | Reg Litz, U. of Manitoba; **Dell McStay**, Bond U.
- Pu → Innovation in Management Education: Using a Cinematic Fantasy to Teach Recruitment and Selection | Jon Billsberry, Open U.; Louise H. Gilbert, Open University **Business School**

Winner of MED Division Best Paper in Graduate Management **Education (sponsored by GMAC)**

□ Learning Through Collaboration and Competition: Incorporating "The Apprentice" in Business Education I Ashay B. Desai, U. of Wisconsin, Oshkosh; Michael Tippins, U. of Wisconsin, Oshkosh

808 © → •: (MED) Shifts in Japanese HRM Toward a UK Model

2:30pm - 3:50pm Hyatt Regency Atlanta: Techwood

Hosts: Yuji Yoshida, Chiba U. of Commerce; James A F Stoner, Fordham U.

Chair: J B Arbaugh, U. of Wisconsin, Oshkosh

809 □ • (MED) Developing Managers Not Academics: Towards a Pedagogy of Practice

2:30pm - 3:50pm Hyatt Regency Atlanta: University Come prepared to join in the discussion.

A Dialectical Approach to Practice Based Learning | Mark Fenton-O'Creevy, Open U.; Peter Knight, Open U., U.K.

- Scaffolding or Provocation? Relational Processes Emerging Within Professional Learning. | Caroline Ramsey, Open University Business School
- From Management Trainer to Management Educator: Challenges and Lessons Learned | Kathryn Aten, U. of
- Blending Formal and Informal Approaches to Management Learning | Steven Armstrong, U. of Hull

810 @SHCS: (MED, ODC, CMS) Where's The Reflection in **Action Learning?**

2:30pm - 3:50pm Hilton Atlanta: Grand Salon E

Will provide ample time for dialogue between the audience and the presenters, featuring: Victoria Marsick, Henry Mintzberg, and Joe Raelin.

Chair: Joseph A Raelin, Northeastern U. Coordinator: Victoria Marsick, Columbia U.

Introduction: Where's the Reflection in Action Learning? I Joseph A Raelin, Northeastern U.; Victoria Marsick, Columbia

Using Structured Conversations to Build Reflective Practice I Victoria Marsick, Columbia U.; Terrence Earl Maltbia, Columbia U.

Cultural Variance of Reflection in Action Learning | Lichia Yiu,

Preparing for Reflection Using Developmental Action Learning (DAL) I Jonathan Raelin, George Washington U.: Joseph A Raelin, Northeastern U.; Phillip DiChiara, Boston Consortium for Higher Education

Here's our Actions in Reflective Learning | Henry Mintzberg, McGill U.

Winner of MED Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School)

811: (Paper Session) - (MH) Technology and Images of Labor

2:30pm - 3:50pm Hilton Atlanta: Roosevelt

Chair: Manuel Hensmans, London Business School Discussant: Paul L Govekar. Ohio Northern U.

Technological Growth in Pre-Medieval China: Moving beyond Traditional Thinking. | Vipin Gupta, Simmons School of Management; Kamala Gollakota, U. of Redlands

■Images of Labor and Capital in Thomas More's Utopia I Curt H Stiles, University of North Carolina - Wilmington; Craig Galbraith, University of North Carolina - Wilmington

812: (Paper Session) - (MOC) Dynamic Models of Decision Making Under Risk, Uncertainty & Complexity

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 2 - Magnolia Individual & Organizational decision making, from game shows to the military, under conditions of risk, uncertainty and complexity Chair: Maria Catharine Schilpzand, Georgia Institute of Technology

Testing the March-Shapira Variable Risk Preferences Model: Risk Taking in the Jeopardy! TOC | Elizabeth Boyle, National U. of Singapore; **Zur Shapira**, New York U.

■Diminishing Marginal Utility of the 'Next' Attribute: Cognitive Complexity & Complex Decisions | K

Unnikrishnan Nair, Indian Institute of Management Kozhikode, INDIA

- Difficulties Understanding System Dynamics: A Challenge to Researchers, Educators, and Citizens | Matthew A. Cronin, George Mason U.; Cleotilde Gonzalez, Carnegie Mellon U.; John Sterman. Massachusetts Institute of Technology
- → Preference Reversal versus Consistent Risk Seeking among Military Decision Makers | Thorvald Haerem, Norwegian School of Management; Bard Kuvaas, Norwegian School of Management; Tone Karlsen, Norwegian School of Management; Bjørn Tallak Bakken, Norwegian Defence Academy
- Bridging Paradoxes in Managerial Cognition: Contributions from Naturalistic Decision Making | Claire McAndrew, U. of Surrey; Julie Gore, U. of Surrey

813: (Paper Session) - (MOC) Identity & Identification: Surveying Antecedents & Effects

2:30pm - 3:50pm Atlanta Marriott Marquis: Imperial - Consulate Survey Studies of organizational identity, individuals' identification & attitudes towards change.

Chair: Dan V. Caprar, U. of Iowa

Road Warriors: The Question of Identification | **Mamta Bhatt**, Boston College

- → Personality Trait Inferences about Organizations and Organizational Attractiveness | Jenny Gibb, U. of Waikato; Marc H Anderson, U. of Waikato; Jarrod M Haar, U. of Waikato
- ■The Role of Information and Dialogue in Creating Strategic Business Alignment | Cees B.M. Van Riel, Erasmus U.; Guido Berens, Erasmus U.; Majorie Dijkstra, Erasmus U.
- To Be or Wanting to Be? How Current and Desired Organizational Identity Influence Member Behavior | Johan Van Rekom, Erasmus U.; Barbara van Nierop, Not Specified; Philip van Beveren, Facilicom
- Perceived Threats in Changing the Traits of Organizational Identity | Laura Illia, U. of Lugano

814 (Paper Session) - (MOC) Cognitive Framings: Decisions and Interpretations

2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - MOC 1
Using knowledge to make decisions and make sense. Presented on
Panels 21-24

- Feeling the Music: Impact of Work Meaning on Organizational, Professional and Peer Identification | Heather C. Vough, U. of Illinois, Urbana-Champaign; Kevin G. Corley, Arizona State U.
- The Distributed Cognition Approach to Rationality: Getting the Framework | Davide Secchi, Insubria U.; Emanuele Bardone, U. of Pavia
- Threat or Opportunity Perception: The Effect of International Experience, Strategy, and Firm Size | Nils Plambeck, HEC School of Management, Paris
- Developing the Next Generation of Decision Support Systems: A Human-Centered Approach | K. Nadia Papamichail, Manchester Business School; Stylianos Maridakis, Manchester Business School

815 JS: (MOC, OB) Team Cognition Research

2:30pm - 3:50pm Atlanta Marriott Marquis: Imperial - Summit

Chair: Ramon Rico, U. Autónoma de Madrid Discussant: Gerben S. Van Der Vegt, Groningen U.

- A Dynamic Model of Transactive Memory Systems, and Group and Individual Learning | **Edward Anderson**, U. of Texas, Austin
- Updating Transactive Memory in Work Teams: the Role of Meta-accuracy | **Hanneke Grutterink**, U. of Groningen
- Team Implicit Coordination Processes: A Team Knowledge-Based Approach | **Ramon Rico**, U. Autónoma de Madrid
- Sources and Content of Academic Entrepreneurs' Mental Models about Start-up Teams | Mary Zellmer-Bruhn, U. of Minnesota

Participants: Gerben S. Van Der Vegt, Groningen U.; Eric Molleman, U. of Groningen; Miriam Sanchez-Manzanares, U. Complutense, Madrid; Cristina Gibson, U. of California, Irvine; Francisco Gil, Universidad Complutense de Madrid; Kyle Lewis, U. of Texas, Austin; Daniel P Forbes, U. of Minnesota; Harry J Sapienza, U. of Minnesota

816: (Paper Session) - (MSR) Philosophical Perspectives 2:30pm - 3:50pm Hilton Atlanta: Paulding

Chair: Lee Robbins, Golden Gate U

Discussant: Michaela Driver, East Tennessee State U.

- → Including Spirituality in a Framework of Model Typology in Organizational Change | David Jeremiah Seah, Asian Pastoral Institute; Swee-Sum Lam, National University of Singapore; Margaret Patrickson, University of South Australia Existentialism, Spirituality, and Work: Toward a Paradigm of Authenticity. | Scott MacMillan, Saint Mary's U.
- Sagehood and Strategic Advantage: The Ancient Chinese Perspective of Shih | John E Young, U. of New Mexico

817: (Paper Session) - (OB) Group and Organizational Effects on Organizational Citizenship Behaviors

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover G *Chair:* **Denise Daniels**, Seattle Pacific U.

Discussant: Mark Griffin, Australian Graduate School of Management

- ■Through Multiple Looking Glasses: An Expanded Model of Self-Esteem at Work | Li Ma, Washington U.
- An Examination of the Work Group Context: itsRelationship to Organizational Citizenship Behavior | **Mary Sue Love**, Southern Illinois U., Edwardsville; **Monica L Forret**, St. Ambrose U.
- The Relationship between Felt Responsibility and Job Performance Among Law Enforcement Professionals | James W Bishop, New Mexico State U; Bonnie Daily, New Mexico State U; Dow Scott, Loyola U. Chicago; Randy Lara, LCPD

818: (Paper Session) - (OB) **Group Effectiveness** 2:30pm - 3:50pm Hyatt Regency Atlanta: Piedmont

Chair: J. Craig Wallace, Oklahoma State U.

Discussant: **Kenneth Bettenhausen**, University of Colorado at Denver and Health Sciences Center

- Working across Organizational and Spatial Boundaries in Industry | Christina Scott-Young, U. of Melbourne; Daniel Samson, U. of Melbourne
- The Effects of Critical Team Member Assertiveness on Team Performance and Viability | Matthew Pearsall, U. of Arizona; Aleksander P.J. Ellis, U. of Arizona
- Team Effectiveness under Stress: A Structural Contingency Approach.. | Anat Drach-Zahavy, University of Haifa; Anit Somech, u of Haifa; Anat Freund, Haifa U.

819: (Paper Session) - (OB) Social Network Effects on Individual Outcomes

2:30pm - 3:50pm Hyatt Regency Atlanta: Roswell *Chair:* **Wei Zheng**, Northern Illinois U.

Discussant: Kelly Williams-Whitt, University of Lethbridge

- Not All Ties Are Created Equal: The Impact of Differing Network Portfolios on Promotion | Zoe Barsness, U. of Washington, Tacoma; Marc-David L Seidel, U. of British Columbia; Judd H. Michael, Pennsylvania State U.
- ₽To Dislike and To Be Liked: Self-Monitoring, Affect-Intensive Relations and Work Performance. | **Zuzana Sasovova**, Vrije U. Amsterdam
- Do Social Networks Influence Employees' Perceptions of Organizational Support? | Thomas J. Zagenczyk, Clemson U.; Ray Gibney, ITESM/U. of Pittsburgh; Audrey Murrell, U. of Pittsburgh

820 : (Paper Session) - (OB) Motivation in Groups and Organizations

2:30pm - 3:50pm Hyatt Regency Atlanta: Vinings Chair: **Bruce M. Meglino**, U. of South Carolina Discussant: **Abhishek Srivastava**, West Virginia U.

Motivation Losses and Gains in Groups: Effects of Group Beliefs and Task Meaningfulness | Steven J. Karau, Southern Illinois U., Carbondale; Abdel Moneim M. K. Elsaid, Southern Illinois U., Carbondale; Michael D Michalisin, Southern Illinois U., Carbondale

Linking Justice to Motivation: The Effects of Justice on Self-Concept, Regulatory Focus, and Affect | Russell E. Johnson, U. of Akron; Chu-Hsiang Chang, Roosevelt U.; Christopher C. Rosen, U. of Arkansas, Fayetteville

Polinking Behavioral Control to Employee Outcomes: Testing Two Explanations Using Motivation Theories | Koen Dewettinck, Vlerick Leuven Ghent Management School; Dirk Buyens, Ghent U.

821 ■JS: (OB, CM) Youth vs. Experience: Socialization and Employee Deviance

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover D

Chairs: Rebecca J Bennett, Louisiana Tech U.; Jaclyn M. Nowakowski, George Washington U.

Discussant: Sandra L. Robinson, U. of British Columbia
An Exploration of Cutting Corners: Work Inexperience and

Unintended Deviance | **Jaclyn M. Nowakowski**, George Washington U.

Do Societal Norms Enhance Deviance over Time? Age, Gender, and Justice Effects on Workplace Deviance | Marie S. Mitchell, U. of Nebraska, Lincoln; Gergana T. Markova, U. of Central Florida The Effects of the Media on Workplace Deviance | Rebecca J Bennett, Louisiana Tech U.; Nancy E Waldeck, U. of Toledo

822 SHCS: (OB, HR, CM) When Do We Care About Others' Treatment? Examining Boundary Conditions of Others' Justice Effects

2:30pm - 3:50pm Hilton Atlanta: Grand Salon B

Chairs: **David Mayer**, U. of Central Florida; **Michele J. Gelfand**, U. of Maryland

Discussant: Jason Colquitt, U. of Florida

Social Comparison and Interpersonal Justice: How Self and Other Justice Impact Supervisor Evaluation | Elizabeth Eve Umphress, Texas A&M U.; Maria Carmen Triana, Texas A&M U.

Behavioral Responses to Deontic Justice: Evidence for Automatic Processing | **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign; **Chris Bell**, York U.

Individualism-Collectivism as a Moderator of Justice Contagion | **Michele J. Gelfand**, U. of Maryland; **Gary Shteynberg**, U. of Maryland; **Lynn Imai**, U. of Maryland; **David Mayer**, U. of Central Florida; **Chris Bell**, York U.

When I Care About Others' Fairness: The Effects of Goal Interdependence and Own Fair Treatment | **David De Cremer**, Tilburg U.

823 ② JS: (OB, MOC) Using Constructive Developmental Theory to Advance Executive Leadership Development

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover E

Chair: Robert L. Turknett, Turknett Leadership Group Participants: Karl Kuhnert, University of Georgia; Lauren Singer Harris, U. of Georgia; Keith M. Eigel, Leadership Development Incorporated

824 SHCS: (OB, MOC, CM) Emotions in Organizations: Conflicts, Consistency & Controversy

2:30pm - 3:50pm Hilton Atlanta: Grand Salon A

Chair: Naomi B. Rothman, New York U.

Emotion in Action: The Effects of Emotional Ambivalence on Action Orientation | **Christina Fong**, U. of Washington

How Emotions Affect the Timing of Decisions: The Effects of Emotional Ambivalence on Decision Deferr | Naomi B. Rothman. New York U.

Empathy, Schadenfreude and Justice: Conflicts Between What is Right and What Feels Good | Steven Blader, New York U.; Batia Wiesenfeld, New York U.; Marion Fortin, University of Durham

Identity-Based Ambivalence: How Multiple Identities Create It and How Organizations Manage It | Lu Wang, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign

Emotional and Cognitive Transparency at the Bargaining Table: Costs and Benefits | Nancy Rothbard, U. of Pennsylvania; Sigal Barsade, U. of Pennsylvania; Noah Eisenkraft, Wharton, U. of Penn

825: (Paper Session) - (OCIS) Multiple Perspectives on ERP Implementations

2:30pm - 3:50pm Atlanta Marriott Marquis: International 1 *Chair:* **Hsiang-Jui Kung**, Georgia Southern U.

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

- Discussant: Tanu Ghosh, Massachusetts Institute of Technology
- ©Open Windows: Information Technology as a Continuous Process | Georg Schreyogg, Freie U. Berlin; Leo Schmidt, itelligence AG
- A Job Design Approach to Enterprise Systems Change I Glen Murphy, QUT; Artemis Chang, QUT; Kerrie Unsworth, Queensland U of Technology
- → Anticipative Affordance in the Context of IT Implementation and Appropriation | Jimmy Huang, U. of Warwick
- Towards a Collective Organizational Identity Orientation during ES Implementations | Sathish Sritharan, National U. of Singapore

826: (Paper Session) - (OCIS) Social Networks in **Knowledge Work**

2:30pm - 3:50pm Atlanta Marriott Marquis: International 5 Chair: Weijun Zheng, U. of Wisconsin, Parkside Discussant: Jeanne M Wilson, William & Mary

- PuLeveraging Social Networks and Team Configuration to Enhance Knowledge Access in Distributed Teams | Priscilla Arling, U. of Minnesota; Mani R. Subramani, U. of Minnesota
- → Cross-border Comprehension of Knowledge Transferred:Role of Relationship and Communication Frequency | Debmalya Mukherjee, U. of Memphis; Ben L Kedia, U. of Memphis; Liliana Nordtvedt, U of Texas at Arlington
- Webs of Advice: Examining the Relationships between Personal Ties, Electronic Ties, and Performance | Robin Teigland, Stockholm School of Economics; Cindi Smatt, Florida State U.; Molly Wasko, Florida State U.
- Factors Affecting the Use of Relational and Nonrelational Information Sources | Chris Zimmer, Clemson U.; Raymond M. Henry, Clemson U.; Brian S. Butler, U. of Pittsburgh

827 ©: (Paper Session) - (ODC) ODC Past & Future 2:30pm - 3:50pm Hilton Atlanta: Carter

Chair: Jean-Francois Manzoni, IMD, Lausanne

- Critical Perceptions of Organizational Change | Anthony J DiBella, Naval War College
- Has Organization Development Lost its Way?: An Investigation into the Great Values Debate | Thomas C Head, Roosevelt U., Chicago-Schaumburg; Peter Sorensen, Benedictine U.; Therese F Yaeger, Benedictine U.
- Longitudinal Benefits of Organization Development | Wayne Boss, U. of Colorado, Boulder; Mark L. McConkie, U. of Colorado, Colorado Springs; Alan D. Boss, U. of Maryland, College Park
- A Pluralistic View of Managerial Innovation Diffusion: The Dynamics of Top Managers' Consent | Françoise Dany, EM LYON; Tessa Melkonian, EM Lyon; David Courpasson, EM Lyon

828 (Paper Session) - (ODC) ODC Teaching and Training 2:30pm - 3:50pm Hilton Atlanta: Jackson

Chair: Marilyn Carter, Benedictine U. Discussant: Marilyn Carter, Benedictine U.

- ☐ Transforming an Organization Development Classroom into a Learning Organization. | Kenneth R Bartlett, University of Minnesota
- □ Varieties of Experiential Learning for Scholarly OD&C Practice | Jean E Neumann, Tavistock Institute
- Championing the Development of Non-traditional Learners: the Union Learning Representative | Catherine Cassell, Manchester Business School; Bill Lee, U. of Sheffield, UK

Improving Emotional Intelligence and Performance through Emotions Focused Training Interventions | Jane P Murray, Griffith U.; Peter J. Jordan, Griffith U.

829 ⊕→ SHCS: (ODC, ONE, SIM) Transformative **Business Innovations for Mutual Benefit: The Role Business as an Agent of Benefit**

2:30pm - 3:50pm Hilton Atlanta: Grand Salon D

Chairs: Lindsey Godwin, Case Western Reserve U.; David S. **Bright**, Wright State U.

World Benefit through Transformative Innovation | David S. Bright, Wright State U.; Lindsey Godwin, Case Western Reserve U.

Creating a Synthesis of Purpose: The Process of "Becoming" Sustainable" | Mona Amodeo, Benedictine U.

Exploring Mutual Benefit and CSR in Post-Communist Environment | Nadya Zhexembeyeva, Case Western Reserve U.; Mislav Omazic, University of Zagreb

Producing World Benefit by Making the Impossible Possible I Kim Cameron, U. of Michigan

Strategic Considerations for the Role of Business as an Agent of World Benefit | Mark B. Milstein, Cornell U.

830 : (OM) Journal of Operations Management Best Paper **Award**

2:30pm - 3:50pm Atlanta Marriott Marquis: Rio Grande & MacKenzie Coffee Break at 2:10-2:30pm. Sponsored by the Goizueta Business School, Emory U.

Chair: Robert Handfield. North Carolina State U.

TQM across Multiple Countries: Convergence Hypothesis versus National Specificity Arguments | Manus Rungtusanatham, Arizona State U.; Cipriano Forza, U. of Padova; Balaji R. Koka, Arizona State U.; Fabrizio Salvador, Instituto de Empresa: Winter Nie. Thunderbird. The Garvin School of International Management

Role Change of Design Engineers in Product Development I Paul Hong, U. of Toledo; Mark A. Vonderembse, U. of Toledo; William Doll, U. of Toledo; Abraham Y. Nahm, U. of Wisconsin -Eau Claire

Supplier-supplier Relationships in the Buyer-supplier Triad: Building Theories from Eight Case Studies | Zhaohui Wu. Oregon State U.; Thomas Y. Choi, Arizona State U.

831 ©: (Paper Session) - (OMT) Leadership Connections within Organizations

2:30pm - 3:50pm Atlanta Marriott Marguis: International 2

Chair: Stephanie DeAnn Thomas, U. of Texas, San Antonio Leadership Style, Follower-Leader Connection, and Follower Self-efficacy | Yu-Mei Huang, Yu-Da College of Busieness, Taiwan, R.O.C.

- Pushing the Frontier of LMX Research: The Contribution of Triads | Evan Hayden Offstein, Frostburg State U.; Ravindranath Madhavan, U. of Pittsburgh; Devi R Gnyawali, Virginia Tech
- The Role of Leadership in the Emergence of Order | Donde Ashmos Plowman, U. of Texas, San Antonio; Stephanie DeAnn Thomas, U. of Texas, San Antonio; Tammy E. Beck, U. of Texas, San Antonio; LaKami T. Baker, U. of Texas, San Antonio; Mukta Kulkarni, U. of Texas, San Antonio; Deandra Travis, U. of Texas, San Antonio
- Trust Within and Between Groups: Leader Ties and Boundary Spanning Groups | Cynthia Clark Williams, Bentley College

2:30pm - 3:50pm Atlanta Marriott Marquis: International 4 *Chair:* **Michael L. Barnett**, U. of South Florida

- → 'Healing the Scars of History': A Stage Model of Institutional Entrepreneurship as Projective Agency | Markus Perkmann, Loughborough U.; Andre Spicer, U. of Warwick
- → The Government-NGO Interaction in China: Integrating the Dual Roles of the Institutional Incumbent | Meng Zhao, Said Business School University of Oxford; Marc Ventresca, U. of Oxford
- ■Taking Stock on Institutional Entrepreneurship: What Do We Know? Where Do We Go? | Bernard Louis Leca, Nottingham U. Business School; Julie Battilana, INSEAD; Eva Boxenbaum, Copenhagen Business School
- Paragood Fences Make Good Neighbors: An Institutional Explanation of Industry Self-regulation | Michael L. Barnett, U. of South Florida; Andrew King, Dartmouth College

833 →: (Paper Session) - (OMT) Networks and Communities of Practice

2:30pm - 3:50pm Atlanta Marriott Marquis: International A Chair: Hsin-Mei Lin. National Chinan University. Taiwan

→ Direct and Contingent Effects of Managerial Networking Relationships on Performance in Ghana | Moses Acquaah, U. of North Carolina, Greensboro

- CEOs' Constraint and the Dark Side of Social Capital | Erica Helena Salvaj, IESE Business School; Fabrizio Ferraro, IESE Business School
- Padding Value to Others: The Positive Externalities of Social Capital | Charles D. Galunic, INSEAD; Gokhan Ertug, INSEAD; Martin Gargiulo, INSEAD

834: (Paper Session) - (OMT) The Evolution of Learning in Organizations

2:30pm - 3:50pm Atlanta Marriott Marquis: International B *Chair:* **Yan Gong**, U. of Wisconsin, Madison

Rule Dynamics: Toward a Theory of Rule Change in Organizations | Ignacio J. Martinez-Moyano, Argonne National Laboratory

- Entrepreneurial Learning in Knowledge-Based Startups | Yan Gong, U. of Wisconsin, Madison; Ted Baker, North Carolina State U.; Anne S Miner, U. of Wisconsin, Madison
- Aspiration Performance and Railroads' Rate of Experiential Learning from Train Wrecks and Crashes | **Joel A.C. Baum**, U. of Toronto: **Kristina Dahlin**, U. of Toronto
- Learning to Grow: Size Goals, Performance Goals, and Revenue Growth. | **Henrich R. Greve**, Norwegian School of Management

835: (Paper Session) - (OMT) **Ch-ch-changes**:

Organizational and Institutional Evolution and Adaptation

2:30pm - 3:50pm Atlanta Marriott Marquis: International C

Chair: Yong-Sik Hwang, Indiana U., Kokomo

- Tales of Serial Exploration: Specialization, Momentum, Conditioning, and Exploratory Drives. | **Dimo Dimov**, Instituto de Empresa; **Pablo Martin De Holan**, IE and INCAE
- → A Problemistic Approach To Institutional Change: The Evolution of the BC Water Law 1900-2000 | Martin Schulz, U. of British Columbia; P Devereaux Jennings, U. of Alberta; David L. Patient, U. of British Columbia; Caroline Gravel, U. of British Columbia; Ke Yuan, U. of British Columbia
- Determinants Of Strategic Alliances:An Organizational Life Cycle Approach | Yong-Sik Hwang, Indiana U., Kokomo; Seung Ho Park, Samsung Economic Research Institute & CEIBS
- Leaping to New Markets: Adaptive Capacity and the Performance Consequences of Core Change | David J. Bryce, Brigham Young U.; Nathan Furr, Stanford U

836 (Paper Session) - (OMT) Leadership and Perception Management

2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - OMT 1 *Presented on panels 26-30*

- The Effect of the Concurrency of Front and Back Stage on Performances | Maria Alejandra Quijada, Massachusetts Institute of Technology
- Communication, Role Ambiguity and Job Satisfaction within the Australian Theme Park Segment. | Silvia Azevedo Nelson, Griffith U.
- Organizational Identity in the Third Millennium: Beyond "Central, Distinctive and Enduring" | Miguel Caldas, Loyola U. New Orleans; Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo
- The Reflective Executive: An Architect and Facilitator of NewOrganizational Structures | Karina De Déa Roglio, Pontificia U. Católica do Paraná; Gregory Light, Northwestern U.; Christianne C. R. Reinisch Coelho, Federal U. of Santa Catarina
- Organizational performance: when managerial cooperation is the norm | Bjarne Espedal, Norwegian School of Economics and Business Administration; Olav Kvitastein, Norwegian School of Economics and Business Administration; Birthe Kåfjord Lange, Norwegian School of Economics

837 ■SHCS: (OMT, BPS) Heterogeneity in Organizational Responses to Institutional Pressures

2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis - Salon II

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

Contact: Peter Micah Madsen, U. of California, Berkeley

Chair: Huseyin Leblebici, U. of Illinois

Discussant: Michael Lounsbury, Alberta U.

Losing My Religion? Explaining the Persistence of Traditional Governance Forms in the Wake of Ins | **Matthew Kraatz**, U. of Illinois; **Emily S. Block**, U. of Illinois, Urbana-Champaign

Human Agents, Contexts, and Institutional Change: The Decline of Family in the Leadership of Busin | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

Permeability of Organizational Field Boundaries and Heterogeneity of Organizational Forms | **Peter Micah Madsen**, U. of California, Berkelev

Discretion Within Organizational Fields: The Interplay
Between Institutions and Institutional Entr | Marvin
Washington, U. Alberta; Karen D. W. Patterson, Texas Tech U.

838 → ■JS: (OMT, SIM, IM) Concept Formation and Theory Building in Business and Society: Taking Stock and Looking Ahead

2:30pm - 3:50pm Atlanta Marriott Marquis: International 3

Chair: J. (Hans) Van Oosterhout, RSM Erasmus Univ.

A Framework to Understand the Linkages between Corporate CSR and Corporate Governance | Ruth V. Aguilera, U. of Illinois, Urbana-Champaign

Exploring Variations of Corporate Social Responsibilities across Varieties of Capitalism | Wendy Chapple, Nottingham University Business School; Jean-Pascal Gond, U. of Toulouse 1/LIRHE; Celine Louche, Vlerick Leuven Ghent Management School

Conceptual Sense and Nonsense in Understanding the Business-Society Interface | J. (Hans) Van Oosterhout, RSM Erasmus Univ.; Pursey Heugens, RSM Erasmus Univ.

Corporations and Citizenship: From Unitary to Multiple
Perspectives in Business-Society Relations | Andrew
Crane, Nottingham U.; Dirk Matten, Royal Holloway, U of
London; Jeremy Moon, Nottingham University Business School

839: (PNP) PNP Keynote Address: Building a Community Foundation & the Evolution of Atlanta's Nonprofit Sector

2:30pm - 3:50pm Hilton Atlanta: Monroe

Sponsor: Nonprofit Studies Program, Andrew Young School of

Policy Studies, Georgia State University

Welcome: Matthew Liao-Troth, Western Washington U. Speaker: Alicia Philipp, Community Foundation for Greater Atlanta

840: (Paper Session) - (RM) Issues in and Examples of Measurement and Scale Development

2:30pm - 3:50pm Atlanta Marriott Marquis: Chablis & Picard

Chair: Matthew Monnot, Central Michigan U.

Discussants: Richard S. Blackburn, LL of North Carolin

Discussants: Richard S. Blackburn, U. of North Carolina, Chapel Hill; Kevin Carlson, Virginia Tech

- ₻Leader-Member Social Exchange (LMSX): Development and Validation of a Scale | Jeremy Bernerth, Auburn U.; Achilles A. Armenakis, Auburn U.; Hubert S. Feild, Auburn U.; William F. Giles, Auburn U.; Harvell Jackson Walker, Auburn

 II
- Development of a Multi-Dimensional Computer Self-efficacy Scale | Xiaoya Liang, Fudan U.; Janet H. Marler, U. of Albany, SUNY

- Scale Development for Constructs Related to Entrepreneurship | Sean M. Hackett, Drexel U.; David M Dilts, Vanderbilt U.
- ■The 4/5ths Rule and Significance Tests for Determining Adverse Impact: A Comparison | Philip L. Roth, Clemson U.; Phil Bobko, Gettysburg College; Fred Switzer, Clemson U.

841: (RM) Knowledge, Action, and the Public Concern: The Role Of Case Studies

2:30pm - 3:50pm Atlanta Marriott Marquis: Rhine & Savoy

Chair: Michael Gibbert, Bocconi U.

Participants: Melissa Graebner, U. of Texas, Austin; Jeffrey A. Martin, U. of Texas, Austin; Catherine Welch, U. of New South Wales; Jennifer Scherer, Cosmos Corporation; Robert K. Yin, Cosmos Corporation

842 →: (Paper Session) - (SIM) Trends in International Corporate Social Responsibility

2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom A & F Chair: **Gerald F Cavanagh**, U. of Detroit Mercy

- → The Impact Of Internationalization On Public Affairs
 Strategy And Performance: A Ten Year Study | Julius H
 Johnson Jr., U. of Missouri, St. Louis; Dinesh A. Mirchandani,
 U of Missouri St. Louis: Martin Meznar. Arizona State U.
- → The Internationalization of the Public-Affairs Function in U.S. MNEs: Organization and Management | Jean J Boddewyn, Baruch College
- → Is Corporate Ethics in Latin America Becoming More Articulated? Views from Experts in The Field | Maria Cecilia Coutinho de Arruda, Fundacao Getulio Vargas - Escola de Administracao de Empresas de Sao Paulo; Georges Enderle, U. of Notre Dame
- →Implementing Discourse Ethics in Multinational Corporations | Dirk Ulrich Gilbert, U. of Erlangen, Nuremberg; Michael Behnam, Suffolk U.; Ingo Schedel, U. of Erlangen, Nuremberg

843: (Paper Session) - (SIM) Corporate Political Activity

2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom B & E

Chair: Kathleen Getz, American U.

PaRedheaded Eskimos: A Barrier-Based View Of Corporate
Political Activity | Nicolas M Dahan, Ramapo College

■Endogenous Cost Lobbying: Theory and Evidence | John M de Figueiredo, UCLA; Charles M Cameron, Princeton U.

Building Political Relationships: An Empirical Investigation | **Kathleen Rehbein**, Marquette U.; **Douglas A Schuler**, Rice U.

■Institutional Determinism and Political Strategies: An Empirical Investigation | ZhiLong Tian, Huazhong U. of Sci. & Tech. China; Taieb Hafsi, HEC Montreal; Wu Wei, Huazhong U. of Sci. & Tech. China

844: (Paper Session) - (TIM) Network Structure and Innovation

2:30pm - 3:50pm Atlanta Marriott Marquis: Champagne

Chair: Joerg Sydow, Freie U. Berlin

Discussant: **David Deeds**, University of Texas at Dallas Balancing Cohesive and Bridging Ties To Enhance the

Innovation Performance of the Firms | Giovanna Padula, Bocconi U.

₱Measuring Mail: New Analyses of E-mail Data for the Study of Cross-Divisional Innovation | Adam M. Kleinbaum, Harvard U.

TIM Division Best Student Paper Award Finalist Stephan Schrader Best Paper Award Finalist

Network Structure, Diversity, and Innovation: A Study on R&D Collaboration of IT Ventures | Kyuho Jin, Korea Development

845: (Paper Session) - (TIM) Case Studies

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 5 - Monte Carlo

Chair: Rosanna Tarsiero, Gionnethics Discussant: Robert J. DeFillippi, Suffolk U.

- □ → Co-Evolutionary Sclerosis Impeding Organizational High Technology Innovation Diffusion: A Case Study | Tarig H. Malik. Birkbeck College, U. of London: Hamidah M. Salleh. National University of Singapore
- Lenovo Computer in Beijing Zhongguancun: From Entrepreneurial Startup to Large Innovative Firm | C.H. Tzena. McGill
- Olt Takes a Village: Exploring the Relationship Between Formalization and Innovation | Christine Z. Miller, Wayne State University
- Relations in Design Thinking: A Case Study of a Social Network | Elizabeth M. Gerber, Stanford U **TIM Division Best Student Paper Award Finalist**

846: (Paper Session) - (TIM) Technological Capabilities and Resources I

Stephan Schrader Best Paper Award Finalist

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Riviera Chair: John Clarry, The College of New Jersey Discussant: Dovev Lavie, U. of Texas, Austin

- ■A Resource Dependence Perspective of Scientific Advisory Boards | Jay Chok, INSEAD
- Explore Technology Capability and Firm Innovation: An Empirical Study for Taiwan's ICT Industry | Kuo-Feng Huang, National Chengchi U., Taiwan
- PaR&D Networks and Innovation Capabilities: A Context-Contingency Perspective | Oana Branzei, Schulich School of Business; Stewart Thornhill, U. of Western Ontario **Stephan Schrader Best Paper Award Finalist**
- Knowledge Stock, Exploration and Innovation: Evidence from the U.S. Electromedical Device Industry | Jianfeng Wu, Peking U.
- 847: (Paper Session) (TIM) Patents and Impact 2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La

Chair: Ikenna S Uzuegbunam, Rensselaer Polytechnic Institute Discussant: Michelle Gittelman, New York U.

- Alliances in Recombinant Innovation: Cross-Application in High-Technology Entrepreneurial Firms | Preeta Roy, U. of Pennsylvania
- ■Do High Impact Innovations Diffuse Faster and More Widely than Low Impact Innovations? | Wenyue Zhuang, National U. of Singapore; Poh Kam Wong, National U. of Singapore; Kwanghui Lim, U of Melbourne

- Patent-Based Rivalry | Gideon D Markman, U. of Georgia; Andreas Panagopoulos, Lancaster University: Peter T. Gianiodis, Clemson U.
- → Technological 'Merit' and the Reinvigoration of Inventive Step: Structural Empirical Evidence | Markus Reitzig, Copenhagen Business School

848: (Paper Session) - (TIM) Modularity

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 5 - South Hampton

Chair: Darius Mahdjoubi, UT - Austin

Discussant: Melissa Schilling, New York U.

- → Mixing and Matching Modularity: An Empirical Test for Strategic Flexibility and Types of Modularity | Gergana Todorova, Carnegie Mellon University; Boris Durisin, Bocconi
- The Effects of Requirements Ambiguity on Task Structure in New Product Development Projects | P Robert Duimering, U. of Waterloo; Bing Ran, U. of Waterloo
- ₱A Test of Schilling's Product Modularity Model: The Bicycle Drivetrain Industry 1980-1990 | Sebastian Fixson, U. of Michigan; Jin Kyu Park, U. of Michigan
- The Use of Modular Organizational Forms in Italy: An Industry Level Analysis | Diego Campagnolo, U. of Padova; Arnaldo Camuffo. U. of Padova
- 849 : (Paper Session) (TIM) Managing New Technology 2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 1 Presented on Panels 10-20
- Technology Licensing and the Performance of Firms in High-Technology Industry | YoungJun Kim, Henderson State
- → Determinants of Inter-Firm Heterogeneity in E-Business Assimilation: Evidence from Nepal | Nir B Kshetri, U. of North Carolina, Greensboro
- The Knowledge Based View and Open Innovation: Strategies from Open Source Software | Scott R Gallagher, James Madison U.; Joel West, San Jose State U.
- ☐ ■ Factors Influencing the Adoption of E-Learning at Universities in Germany | Bernd Heesen, University of Ansbach
- Industry: Implications for the Banking Sector | Vanessa Ratten, Queensland U. of Technology; Hamish Ratten, Queensland U of Technology
- The Development of Emerging Technology Innovation and Competence: An Empirical Investigation | Theresa Taylor-Coates, Marist College
- E-Technology and the Emergent e-Environment: Implications for Organizational Form and Function | Rana Tassabehji, University of Bradford School of Management; James Wallace, University of Bradford School of Management; Nelarine Cornelius, Brunel U.
- Explaining Differences in Aesthetic Design Emphasis in New Technology-based Firms | Marina Candi, Reykjavik U.; Rögnvaldur J Saemundsson, Reykjavik U.
- Vision, Strategy and Resources and the Moderating Role of Turbulence in Predevelopment Innovation | Peter A.

- Koen, Stevens Institute of Technology; Elko Kleinschmidt, McMaster U.; Richard R Reilly, Stevens Institute of Technology
- Impact of Corporate Social Performance on Product Innovativeness and New Product Performance Linkage | Robert J. Duesing, Oklahoma State U.; Gary L Frankwick, Oklahoma State U.
- The Role of Institutional Entrepreneurs and Policy Intervention for Enabling Paradigmatic Change | Robin Gustafsson, HEC, U. of Lausanne; Erkko Autio, HEC Lausanne

Monday 2:45PM

850 : (AAA) Conference Break

2:45pm - 3:15pm Hyatt Regency Atlanta: Grand Hall - Break Area Sponsored by: Wiley

Organizer: George T Solomon, George Washington U.

Monday 4:10PM

851: (Paper Session) - (BPS) Dynamic Capabilities: What Are They Anyway?

4:10pm - 5:30pm Átlanta Marriott Marquis: Cluster 3 - Bonn Chair: Robert J. Duesing, Oklahoma State U. Facilitator: Avi Fiegenbaum, Technion U.

- Dynamic Capabilities Theory in Strategic Management Research: An Analysis of a Scholarly "Argument" | Kenneth Colwell, Drexel U.; Vadake Narayanan, Drexel U.; Stuart Napshin, Drexel U.
- Nature and Source of Competitive Advantage in Static and Dynamic Settings | **Oliver Gottschalg**, HEC Paris
- A Panel Study of Organizational Antecedents of Second-Order Competences | Erwin Danneels, Worcester Polytechnic Institute
- Strategic Flexibility: Its Antecedents and Performance Effects | Niels Peter van der Weerdt, Erasmus U.; Ernst Verwaal, Erasmus U.; Henk W. Volberda, Erasmus U.

852 : (Paper Session) - (BPS) **New Ventures**: Capitalizing on **Venture Capital**

4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - Cabinet

Chair: Lyubov A. Bogun, Odesa Institute of Entrepreneurship& Law Facilitator: Jay J Janney, U. of Dayton

- Enacting Market Value: Strategic Choices and Investor Valuations of New Firms in Emerging Industries | Violina Rindova, U. of Maryland, College Park; Frank T. Rothaermel, Georgia Institute of Technology; Dax Basdeo, U. of Maryland, College Park
- ₽Status Volatility and Organizational Growth in the U.S. Venture Capital Industry | Matthew S. Bothner, U. of Chicago; Jeong-han Kang, U. of Chicago; Wonjae Lee, U. of Chicago
- Corporate Venture Capital: A Real Options Perspective on Who Does it and Why | Sandip Basu, U. of Washington, Seattle; Corey Phelps, U. of Washington; Suresh B Kotha, U. of Washington, Seattle
- Corporate Venture Capital Investment Decisions: Real Options And Absorptive Capacity | Yong Li, U. of Illinois, Urbana-Champaign; Joseph Mahoney, U. of Illinois, Urbana-Champaign

853: (Paper Session) - (BPS) **Diversification/M&A: Buyers** Who Beat the Odds?

4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - London

Chair: David Souder, U. of Minnesota

Facilitator: J Myles Shaver, U. of Minnesota

- →Acquisitions of Private vs. Public Firms: Private Information, Target Selection and Acquirer Returns | Laurence Capron, INSEAD; Jung-Chin Shen, York U.
- Relatedness and Acquirer Performance | Lasse B. Lien, Norwegian School of Economics and Business Administration; Peter G Klein, U. of Missouri
- ₽ Acquisitions of Private Versus Public Firms: The role of Private Information on Acquirer Returns | Jung-Chin Shen, York U.
- Shadow of IPO Process on Post-IPO Acquisition Returns | Asli Musaoglu Arikan, Georgia State U.; Laurence Capron, INSEAD

854: (Paper Session) - (BPS) Competitive Advantage: Stakeholder Sauce on a Bigger Slice (Stakeholder Theory)?

4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - State

Chair: Jean J Boddewyn, Baruch College

Discussant: Aya S. Chacar, Florida International U.

Toward a Stakeholder Orientation in Strategic Management | **Sybille Sachs**, U. of Applied Sciences, Zurich; **Edwin Ruhli**, U. of Zurich; **Marc Maurer**, U. of Applied Sciences, Zurich

- For Whom the Firm Toils: On the Importance of Ownership | Sujit Sur, Concordia University
- ₽ A Signalling Theory of Strategy | Craig R. Littler, St. Andrews U.

855 **©**: (Paper Session) - (BPS) Strategy Process: You Should Invest in This Session (Allocating Scarce Resources)

4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - Sydney *Chair:* **Aparna Venkatraman**, Duke University

Facilitator: Todd Alessandri, Syracuse U.

- The Case for Synchronization: How Matching Resource Investment and Firm Strategy Affects Performance | David G. Sirmon, Texas A&M U.; Michael A. Hitt, Texas A&M U., College Station
- Resource Allocation Efficiency In Multibusiness Firms: Causes & Consequences | Mehmet Nasih Tag, U. of Illinois, Urbana-Champaign; Anju Seth, U. of Illinois, Urbana-Champaign
- Mental Models, Resource Constraints and Differential Performance | **Abhijit Mandal**, U. of Warwick; **Don Antunes**, IMD; **Howard Thomas**, U. of Warwick
- A Longitudinal Study of Resource Allocation Activity and Competitiveness Complexity | **Zhi Tang**, U. of Alabama, Tuscaloosa; **Benjamin C. Powell**, U. of Alabama

856: (Paper Session) - (BPS) Industry Dynamics: Location, Location

4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - Zurich

Chair: John Mezias, U. of Miami

Discussant: Andrew King, Dartmouth College

Section D

- → The Effect of Industry and Location on Firm Profitability in the Global Market | Rogerio Victer, Boston U.; Anita McGahan, Boston U.
- Pa—Geographic Signatures: Firm Proximities And Performance | Varghese P. George, U. of Massachusetts, Boston; Akbar Zaheer, U. of Minnesota
- Strategic Firm Geography: How Firms' Physical Structures Affect Routines, Learning and Innovation | Linda M. Cohen, U. of Pennsylvania

857: (Paper Session) - (BPS) Innovation: Betting on Risky **Business**

4:10pm - 5:30pm Atlanta Marriott Marquis: International 10

Chair: Jin Chen, Zhejiang U.

Discussant: Anne Marie Knott, Washington U.

- Managing Liquidity in Research-Intensive Firms: Signaling Effects of Patents & Managerial Ownership | Edward Levitas, U. of Wisconsin, Milwaukee; Ann McFadyen, North Carolina State U.
- When Do Firms Voluntarily Disclose Qualitative Information About R&D Projects? | Sharon James-Wade, U. of Minnesota
- ₱Capital Structure, R&D Investment, and Firm Performance: Effects of Heterogeneity Among Lenders | Parthiban David. U. of Notre Dame; Jonathan O'Brien, U. College Dublin

858: (Paper Session) - (BPS) Networks: Trust and Dependence in Relationships (Alliances, that is...)

4:10pm - 5:20pm Atlanta Marriott Marquis: International 8

Chair: Sam Kurokawa, Drexel U.

Discussant: Gautam Ahuja, U. of Michigan

- Supply Chain Glitches: A Synthesis of the Relational View and Swift Even Flow Theory | John Upson, Florida State U.
- ■Dependence Asymmetry and Joint Dependence in Interorganizational Relationships | Ranjay Gulati, Northwestern U.; Maxim Sytch, Northwestern U.
- The Evolution of Trust in Information Technology Alliances I Candace Ybarra, Chapman University; Margarethe F Wiersema, U. of California, Irvine

859: (Paper Session) - (BPS) Governance: A High Powered Look at Incentives

4:10pm - 5:20pm Atlanta Marriott Marguis: International 9

Chair: Ikenna S Uzuegbunam, Rensselaer Polytechnic Institute Discussant: Sydney Finkelstein, Dartmouth College

- Pulnside the Black Box: The Contrasting Effects of TMT Longterm Incentives on Interest Alignment | Cynthia E. Devers. U. of Wisconsin-Madison; Tim R. Holcomb, Texas A&M U.; R. Michael Holmes, Texas A&M U.; Albert Cannella, Arizona State
- CEO Stock Option Pay and R&D Spending: A Behavioral Agency Explanation | Jianfeng Wu, Peking U.; Rungting Tu, GSM, Peking U.
- The Cost of High-Powered Incentives: Strategic Sales Behavior in Enterprise Software Procurement I lan Larkin. U. of California, Berkeley

860 ©: (Paper Session) - (BPS) Governance: Visuals From the Executive Suite

4:10pm - 5:20pm Atlanta Marriott Marguis: Marguis Salon IV - BPS 1

Presented on Panels 1-15

- Should Firms Look to an Insider or an Outsider When Hiring a New CEO? Evidence from China | Feng Liang, U. of California, Berkeley
- Strategic Demise and Opportunity Cost of the Newly Reformed, Schizophrenic Board of Directors | Charl Du Plessis, U. of Virginia
- Does it Matter Who's the Boss?: Investor Reactions to a New CEO's Characteristics | Michael L Frandsen, Albion College; James W Fredrickson, U. of Texas, Austin
- ➡ Firm Knowledge Assets, CEO Duality, and Firm-level Competitive Activity: An Empirical Examination I Jinvu He. Hong Kong Univ. of Science & Technology
- The Myth of Effective External Governance Mechanisms | Manisha Singal, Virginia Tech
- Cash Versus Equity: Why Do Some Firms Pay Only Cash Compensations to Their CEOS | Ji-Young Ahn, U. of Illinois at Urbana-Champaign
- On Corporate Governance Research: A Review and a New View | Jinyu He, Hong Kong Univ. of Science & Technology
- → Owner Types and their Intervention in CEO Dismissal Decisions: A Behavioural Model | Katy Sikavica, U. of St. Gallen
- Antecedents of CEO Compensation in Business Groups I Fabio Zona, Bocconi U.
- → New Institutional Theory And German Corporate Governance: From Propositions To Hypotheses | Trevor Buck, Loughborough U.; Amon Chizema, Loughborough U.
- Ethical Decision Making at the Top: Beyond Agency Theory | Gavin John Nicholson, Queensland U. of Technology
- Who Nominates? A Study of the Incidence and Independence of Nomination Committees | Bruce A. Rayton, U. of Bath; Suwina Cheng, U. of Bath
- →
 Starious Large Shareholders and Corporate Board Reform in Korea I Jootae Kim. Dankook U: Chinmay Pattnaik.
- □ → • The Effect of Bank Relations on Corporate Efficiency: Evidence from Japan | Zhonghua Wu, National U. of Singapore, Ishtiaq Pasha Mahmood, National U. of Singapore
- The GE Effect: Myth or Reality? | Derek Lehmberg, U of Western Ontario; Glenn Rowe, U. of Western Ontario; Roderick E White, U of Western Ontario

861: (Paper Session) - (CAR) Elite Careers: Attainment, Loyalty and Legitimacy

4:10pm - 5:20pm Hyatt Regency Atlanta: Cairo

Chair: David J Kennedy, New South Wales U. Discussant: Fred J Dorn, U. of Mississippi

PaThe Influence of Legitimacy on Career Trajectories of Leaders: NCAA Basketball Coaches | Daniel S. Halgin, Boston College

Nominee for The Best Paper Award Nominee for The Arnon Reichers Best Student Paper Award

Executive Search Firm Relationships: Implications for a Model of Career Attainment | Thomas A. Clerkin, Indiana

☐ Teaching-oriented | Management Practice-oriented | International-oriented | Theme-oriented | Visual Presentation | Selected for Best Paper Proceedings 269

University; **Jeong-Yeon Lee**, University of Kansas; **George Dreher**, Indiana University

Nominee for The Careers Division Applied Paper Award
Executive Loyalty and Employer Attributes | Peter Cappelli, U.
of Pennsylvania; Monika Hamori, Instituto de Empresa

862 CAU: (CAU) Trust and Control: Developing Conceptual Clarity and Actionable Knowledge

4:10pm - 5:30pm Hyatt Regency Atlanta: Geneva

Organizers: Chris Paul Long, Washington U.; Jens Grundei, Berlin U. of Technology

863: (Paper Session) - (CM) Negotiation Processes 4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover A

Chair: Marlone Deshaun Henderson, New York University Discussant: Edward Eli Kass, St. Joseph's U.

- The Path to Integrative Agreements: An Exploration of the Dynamic Negotiation Process | Yulan Han, Peking U.; Min Wang, Peking U.; Zhi-Xue Zhang, Peking U.
- The Impact of Cost of Delay on Resistance Point and Target Price and the Moderation Effect of BATNA | Shan Ma, Queensland University of Technology
- Negotiation from a Near and Distant Time Perspective | **Marlone Deshaun Henderson**, New York University; **Yaacov Trope**, New York University; **Peter Carnevale**, New York U.

864 JS: *(CM, OB, HR)* Forgiving Workplace Offenses: Intervention Strategies and Forgiveness Outcomes

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover C

Chairs: Rebecca J Bennett, Louisiana Tech U.; Susie S. Cox, Louisiana Tech U.

Discussant: Thomas M Tripp, Washington State U.

Exploring the Connection between Forgiveness and Touch |

Laura Elizabeth Marler, Louisiana Tech U.

Writing as a Means of Resolving and Forgiving Workplace Injustice | Laurie J Barclay, Wilfrid Laurier U.

Forgiveness in the Workplace: Identifying Motives and Outcomes | Susie S. Cox, Louisiana Tech U.; Rebecca J Bennett, Louisiana Tech U.

865: (Paper Session) - (ENT) Entrepreneurial Marketing 4:10pm - 5:20pm Hilton Atlanta: Council/Cabinet Room

Chair: Connie Marie Gaglio, San Francisco State U

- □ Entrepreneurship and Marketing: Two Sides of One Coin? | Sascha Kraus, U. of Oldenburg; Carl Henning Reschke, U. of Witten/Herdecke; Matthias Fink, Vienna U. of Economics and Business Administration; Dietmar RoessI, Vienna U. of Economics and Business Administration
- ■The Fit Between Customer Uncertainty and Structure as a Predictor of Revenue Growth in Young Firms | Sanjib Chowdhury, Eastern Michigan U.
- → Effect of Market Orientation on Manufacturing Performance of Emerging Market SMEs | Hari Vasudevan, Dwarkadas J. Sanghvi College of Engineering; Sanjaya S Gaur, Indian Institute of Technology, Bombay; Deeksha A Singh, National U. of Singapore
- Market Share and Market Demand in Nascent Industries | **John Angelis**, Case Western Reserve U.; **Moren Levesque**, Case Western Reserve U.

866 : (Paper Session) - (ENT) NV and International Growth 4:10pm - 5:20pm Hilton Atlanta: Embassy Room

Chair: Robert Ware, Savannah State U.

- → The Paths and Processes of International Entrepreneurship | Neri Karra, London School of Economics and Political Science; Nelson Phillips, Imperial College London; Paul Tracey, Warwick U.
- ➡Growing Abroad? The Effects of Growth Strategy and Culture on Internationalization | J B Arbaugh, U. of Wisconsin, Oshkosh; Larry W. Cox, Ball State U.; S. Michael Camp, Ohio State U.
- → Venture Capital and the Internationalization Intensity of New Technology-Based Private Firms | Joseph A LiPuma, Boston U.

867: (Paper Session) - (ENT) **Self-Efficacy and Other Individual Differences**

 $4{:}10pm$ - $5{:}20pm$ Hilton Atlanta: Washington

Chair: Dawn R. DeTienne, Utah State U.

- © An Empirical Investigation of the Positive v. Negative Effects of Entrepreneurial Self-Efficacy | Keith Hmieleski, TCU; Robert Baron, Rensselaer Polytechnic Institute; Michael Ensley, Rensselaer Polytechnic Institute
- Gender and Entrepreneurial Self-Efficacy Beliefs: A Mediation Test of Antecedents & Nascent Behavior | Jennifer Marlene Sequeira, U. of Southern Mississippi; Jon C. Carr, U. of Southern Mississippi; Jeffrey E McGee, U. of Texas, Arlington
- Inventor Perseverance After Being Told to Quit: The Role of Cognitive Biases | Thomas Astebro, U. of Toronto; Scott Jeffrey, U. of Waterloo; Gordon Adomdza, U. of Waterloo
- ☐ ♠ A Study of Entrepreneur Improvisational Behavior:
 Implications for Performance and Satisfaction | Keith
 Hmieleski, TCU; Andrew C. Corbett, Rensselaer Polytechnic
 Institute

868 € (GDO) GDO Town Hall: Reporting Progress and Planning Next Steps for the AOM Coalition on Faculty Diversity

4:10pm - 6:15pm Hyatt Regency Atlanta: Int'l Ballroom South Organizers: Susan L. Kirby, Texas State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Erika H. James, U. of Virginia Participants: Joycelyn Finley-Hervey, Florida A&M U.; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Christine Brown Mahoney, U. of Minnesota; Martin N. Davidson, U. of Virginia; Ron Ophir, York U.; Lucrezia Songini, Bocconi U.; Karen S. Whelan-Berry, Utah Valley State College

869 € (Paper Session) - (GDO) Exclusion, Marginalization, and Discrimination: Just Part of the Territory of Stigmatization?

4:10pm - 5:20pm Hyatt Regency Atlanta: Kennesaw

Chair: Donna Capodacqua, Touro U. International Discussant: Joy E. Beatty, U. of Michigan, Dearborn

- Co-workers' Reactions Towards Employees with Mental Illness | Heather Peters, Memorial U. of Newfoundland; Travor C. Brown, Memorial U. of Newfoundland
- ■It's a Whole New "Old" Ballgame: Achieving Customer-Focused Outcomes Through Age Diversity | Scott A.

Johnson, Southeast Missouri State U.; Janice S. Miller, U. of Wisconsin, Milwaukee

Female Stigma and the Marginalization of Human Resource Management | Kay Bunch, Georgia State U.

Factors Affecting the Exclusion of Gay Men and Lesbians from Friendship Networks in the Workplace | Angeline Lim. National U. of Singapore; Maw-Der Foo, U. of Colorado, Boulder; Young Rok Choi, Singapore Management U.

870: (Paper Session) - (GDO) And Justice for All? Antecedents and Consequences of Perceived Discrimination

4:10pm - 5:20pm Hyatt Regency Atlanta: Lenox Chair: Laura M. Graves, Clark U. Discussant: Mary E. Graham, Clarkson U.

- The Versatility of Perceived Discrimination in Ego Protection | Miguel M. Unzueta, Stanford U.; Brian Lowery, Stanford U.; Eric David Knowles, Stanford U.
- Relationship Strength, Gender, and Justice Norms | Ruolian Fang, U. of Kentucky; Jason D. Shaw, U. of Kentucky
- The "Who" and "When" of Claiming Discrimination: An Interactionist Perspective | Lisa Michelle Leslie, U. of Maryland
- The Perceived Fairness of Affirmative Action Decisions Adversely Affecting Asians | Karl Aguino, U. of British Columbia; Marcus Maharg Stewart, Bentley College; Carolina Gomez, Florida International U.

871: (HCM) HCM Distinguished Speaker: McDaniel on Complexity Science & Analysis of Health Care Delivery **Systems**

4:10pm - 5:20pm Hilton Atlanta: Gwinnett

Distinguished Speaker: Reuben R McDaniel, U. of Texas, Austin

872: (HR) Ice Cream Social & Member Networking Event 4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover B

873 : (Paper Session) - (HR) Pay Policies: Cultural Interpretations and Implications

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover F

Chair: Nikos Bozionelos, University of Durham Discussant: Barbara L Rau, U. of Wisconsin, Oshkosh

→ The Attitudes of Chinese Workers towards Individually-Based Performance-Related Reward Systems I Li Wang. University of Durham; Nikos Bozionelos, University of Durham

Factors Impacting Employees' Intentions to Support the Use of Variable Pay | Michael R Wagner, Teachers College, Columbia U.: James D. Westaby. Teachers College. Columbia

Advertising Individual or Shared Rewards Affects Organizational Culture Perceptions and Attraction | Kristine Kuhn, Washington State U.

Effects of Incentive Pay Information on Interpretations of Organizational Attributes and Attraction | Mark Yockey, U of South Dakota; Kristine Kuhn, Washington State U.

874: (Paper Session) - (HR) Fairness and Justice Issues in **HR Contexts**

4:10pm - 5:20pm Hyatt Regency Atlanta: Manila

Chair: Nancy E Day, University of Missouri - Kansas City

Discussant: Jennifer Bott. Ball State U.

The Fairness of it All: Justice as a Mediator between Participation and Citizenship Behavior | Emily T. Porschitz, U. of Massachusetts, Amherst; Melissa S Woodard, U. of Massachusetts, Amherst; Sara McComb, U. of Massachusetts

- Pay Communication and Secrecy: A Justice Perspective I Nancy E Day, University of Missouri - Kansas City
- The Role of Organizational Justice and Power Distance in Perceptions of HRM Practices and Outcomes | Pei-Chuan Wu, National U. of Singapore
- The Effects of Apologies, Excuses, and Justifications across Job Loss Contexts | Brian C. Holtz, University of Calgary

875: (Paper Session) - (HR) **Socialization and Mentoring**: Effects on Newcomer Adjustment and Learning

4:10pm - 5:20pm Hyatt Regency Atlanta: Singapore Chair: Gayle Porter, Rutgers University

Discussant: Talya N Bauer, Portland State U.

The Impact of Perceived Knowledge and Individual Differences on Newcomer Socialization Preferences I Delmonize Smith, U. of Alabama, Tuscaloosa; Diane E. Johnson, U. of Alabama, Tuscaloosa

Field Experiment | Jinyan Fan, Hofstra U.

The Role of Socialization Tactics and Information Seeking in Newcomers' Psychological Contracts | Tanguy Dulac, U. Catholique de Louvain; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Nathalie Delobbe, U. Catholique de Louvain

Linking Mentoring to Organizational Learning: A Conceptual Model | Ting Ren, U of Minnesota

876 >: (IM) Barry Richman Dissertation Award Finalists Session

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam Division Chair: D Eleanor Westney, Massachusetts Institute of

Chair: Julian Birkinshaw, London Business School

Managing Matters - Transferring Organization Practices within Multinational Companies | Jon Erland Lervik, Norwegian School of Management

How are Capabilities Created? A Process Study of New Market Entry | **Ted London**, U. of Michigan

Social Capital, Knowledge and Internationalization: A Study of Indian Software | Shameen Prashantham, Strathclyde U.

How National Institutions Influence Firms Knowledge-Building Alliance Strategies: A Longitudinal Study of Fuel Cell Technology Development | Gurneeta Vasudeva, Indian School of Business

877 □ • →: (IM) Developing Global Leaders in Asia: Report and Assessment from the Frontline.

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen The Nature of the Challenge of Global Leadership Development | Mark E. Mendenhall, U. of Tennessee, Chattanooga; Joyce Osland, San Jose State U.

- Developing Global Leaders in Japan | **Norihito Furuya**, IGB Network Co., Ltd.; **Allan W Bird**, U. of Missouri, St. Louis
- Cultural Barriers to Successful Leadership Development in South East Asian Companies | Guenter Stahl, INSEAD
- Developing Global Leaders in China: Who, What & How? | J Stewart Black, INSEAD

878 →: (Paper Session) - (IM) The Performance of International Mergers and Acquisitions

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Madrid Chair: Roberto Ragozzino, U. of Central Florida

Discussant: Naomi A Gardberg, Baruch College, CUNY

₽→Do Greenfields Outperform Acquisitions or Vice Versa?

The Role of Subsidiary Integration | Arjen Slangen, Erasmus U. Rotterdam; Jean-Francois Hennart, Tilburg U.

IM Best Paper Finalist

₱Spanning the Global Network: Cross-Border Acquisitions and the MNC | J. Muir Macpherson, Georgetown U.

Doug Nigh Award Finalist

Learning to Acquire Within the Core Industry Abroad | **Anna Nadolska**, RSM Erasmus U.

879 →: (Paper Session) - (IM) Inter-Cultural Communication: Process, Networks, and Patterns

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Stockholm Chair: Gretchen Renee Vogelgesang, University of Nebraska-Lincoln

Discussant: C-C. Fatima Wang, U. of Cambridge

- → A Process Model of Cross-Cultural Group Effectiveness:
 The Role of Communication Networks | Mourad Dakhli,
 Georgia State U.; Sigrid Khorram, U. of Texas, El Paso; Davina
 E. Vora, U. of Texas, Dallas
- → Intercultural Communication Patterns and Strategies: Nordic Expatriates in Japan | Vesa Matti Peltokorpi, Hitotsubashi U.
- →Intra- and Inter-Cultural Electronic Communication: The Evidence from Jordan, Japan, and the U.S. | Daria Panina, Texas A&M U.; Maya Kroumova, New York Institute of Technology

880 →: (Paper Session) - (IM) The Dynamics of International Joint Ventures

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Trinidad Chair: Jonathan Pinto, U. of Pittsburgh

Discussant: Keith D. Brouthers, King's College London

- → International Joint Venture Path Dependence | Andreas Michael Klossek, Freiberg U.; Michael C. Nippa, Freiberg U.
- An Institutional and Learning Perspective on Strategic Formation Choices of IJVs in China | **Monica Yang**, Adelphi U.
- → Contractual Duration of JVs: The Influence of Asset Specificity, Uncertainty, and Small Numbers | Marshall Shibing Jiang, Brock U.; Yigang Pan, Schulich School of Business, York University; Preet S Aulakh, York U.
- → Joint Venture Partner Origin, Strategic Choice, and Performance in a Sub-Saharan African Economy | Moses Acquaah, U. of North Carolina, Greensboro

881: (Paper Session) - (IP) Sources and Consequence of Organizational Identity

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A1 *Facilitator:* **Denise Daniels**, Seattle Pacific U.

Pood C: Technological Discontinuities & Organizational Adaptation: Exploring the role of Org. Identity | Ricardo Gabriel Flores, U. of Illinois at Urbana-Champaign

Winner of ODC Best Interactive Paper Award

- SIM: Up and Out? Potential Persistence of Lower Socioeconomic Social Identity After Social Mobility | Laura Singleton, Boston College
- **OB**: Newcomer Expertise and Member Identification in Work Groups | **Sungu Armagan**, U. of Utah
- **GDO:** Creating Change Intermediaries: The Role of Middle Managers' Commitment to Diversity | **Yang Yang**, U. of Western Ontario; **Alison Konrad**, U. of Western Ontario
- MOC: Antecedents and Consequence of Organizational Identification in Knowledge Sharing across firms | Jaeyoung Kang, State U. of New York, Albany

882: (Paper Session) - (IP) (In)Out Groups and Territoriality 4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A2

Facilitator: Kathleen Campbell, United States Military Academy

- OB: They Don't Like Us, We Don't Like Them...Antecedents of Outgroup Derogation in Mergers | Katty Marmenout, McGill U.
- **OB**: Measuring Territoriality in Organizations: Instrument Development and Validation | **Graham Brown**, Singapore Management U.
- **OB**: 'Mine' and 'Not Yours': The Impact of Psychological Ownership and Territoriality in Organizations | **Graham Brown**, Singapore Management U.
- OB: My Turf, Your Turf, Our Turf, Their Turf: Territoriality of Objects and Intragroup Behavior | Matthew Wayne McCarter, U. of Illinois
- ■TIM: The 'Only-Used-Here' Syndrome: Antecedents and Impact on the External Commercialization of Knowledge | Ulrich Lichtenthaler, Otto Beisheim Graduate School of Management (WHU); Holger Ernst, WHU - Otto Beisheim School of Management

883: (Paper Session) - (IP) Hope, Optimism and Self-Regulation

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A3

Facilitator: Robert Baron, Rensselaer Polytechnic Institute

- **OB**: Having the Will and the Ways: The Interactive Effects of Hope | **Kristin Byron**, Syracuse U.; **Suzanne J. Peterson**, Arizona State U.
- MOC: Mindfulness in Moments of Monotony | Darren J Good, Case Western Reserve U.; Bauback Yeganeh, Case Western Reserve U.
- **OB**: Productive Organizational Energy: A Collective Construct, its Emergence and Consequences | **Heike Bruch**, U. of St. Gallen; **Bernd Vogel**, U. of St. Gallen

U. of Nebraska, Lincoln; Rachel Clapp Smith, University of Nebraska-Lincoln; Sucheta Nadkarni, U. of Nebraska

ODC: A Foundation for Positive Mental Imagery. | **Michael** Todd Murphy, Benedictine U.

884: (Paper Session) - (IP) Human and Social Capital Issues in Career Development

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A4 Facilitator: Joseph Charles Rode, Miami U., Ohio

TIM: Identifying Derailed Mid-career Engineering Managers: A Career Stage Perspective | Quey-Jen Yeh, National Cheng

CAR: The Role of Social Skills in Mentoring Relationships | Sharon Y. Wu, U. of Missouri, Columbia; Yu Ha Cheung, U. of Missouri, Columbia

Nominee for The Arnon Reichers Best Student Paper Award

CAR: What Predicts Early Career Success? A Multi-theoretical Approach | Christine H Mooney, Indiana U.; Joseph Charles Rode, Miami U., Ohio: Marne Lynn Arthaud-Day, Kansas State U.; Janet P Near, Indiana U.; Timothy Baldwin, Indiana U., Bloomington

PaHR: MBA Degree and School Tier as Human Capital: Comparative Study of MBA and Non-MBA Career Success | Mark Wellman, University of Maryland, College Park; Mary A. Gowan, George Washington U.; Susan C White, George Washington U.

885: (Paper Session) - (IP) Strategic Choices in the Context of Legitimation

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B1 Facilitator: Greg Bell, U. of Texas at Arlington

OMT: Creating Legitimacy in Nascent Industries | **Adrian** Yeow, University of Maryland, College Park

SIM: Why Do Companies Adopt Social Practices? Commitment, Calculation, Copying and Caring | Adele Queiroz, U. of Pittsburgh

- → **IM**: Country Corruption, Economic Freedom and Foreign IPO Legitimacy | Greg Bell, U. of Texas at Arlington; Hussam Ahmad Al-Shammari, U. of Texas, Arlington
- **OMT**: Institutional Entrepreneurship in the Sustainability Field: The Local Agenda 21 in Spain | Rocio Llamas-Sanchez, U. of Granada (Spain); Inmaculada Martin-Tapia, U. of Granada (Spain); Antonio Rueda-Manzanares, U. of Granada (Spain)
- **OMT**: The Quest for Cognitive Legitimacy:Organizational Identity Crafting and Stakeholder Support | **Ebony N**. Bridwell-Mitchell, New York U.; Stephen Mezias, New York U.

886: (Paper Session) - (IP) Diffusion of Organizational

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B2 Facilitator: Hans Van Ees, Groningen U.

- **OMT**: Lowering the Bar: The Diffusion and Persistence of Harmful Organizational Traits | Freek Vermeulen, London **Business School**
- + COMT: A Framework Explaining Diversity in the Processes of Creating Corporate Governance Codes | Ilir Haxhi, U. of Groningen; Hans Van Ees, Groningen U.

- → PNP: Accounting Standards and International Corruption: Consistency and the Public Concern | Paul G Wilhelm, Virginia State U.
- **■MC**: Impacts of External Regulations on Internal Consulting: The Example of SOX | Laurent Cappelletti, ISEOR, U. of Lyon 3
- Sarbanes-Oxley Transforming Board Rooms & Consulting | Rickie Moore, EM LYON

887: (Paper Session) - (IP) The Road to Developing Shared **Meanings**

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B4

Facilitator: **Dmitry Mikhail Khanin**, California State U., Fullerton

MSR: Keep Walking the Road: Outgrowing Our Instrumental Approach to Workplace Spirituality | Ekaterina Zhuravleva, Macquarie U., Sydney; Grant Jones, Macquarie U., Sydney

- **OMT**: Baudrillard's Conception of Symbolic Exchange, and Its Contribution to Exchange Theory | Dmitry Mikhail Khanin. California State U., Fullerton
- → **QOB**: The Effects of Organizational Justice across Cultural Dimensions | Run Ren, Texas A&M U.
- → MED: Unfolding a Nuanced Beauty: Towards A Pedagogy Of Inspirational Parables | Edwina Pio, AUT U.: Neil Haigh, AUT U.
- **OB:** Leader-Member Exchange and Subordinate Outcomes: Incorporating the Role of Voice and Justice | Kanika Tandon Bhal, Indian Institute of Technology, Delhi; Mahfooz Alam Ansari, U. Science Malaysia

888: (Paper Session) - (IP) Building Adaptive Capability into Organizations

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: Venkatarman Nilakant, U. of Canterbury

QOCIS: Dysfunctional Influences on Coordination Quality | J Daniel Sherman, U of Alabama in Huntsville

OCIS Division Best Interactive Paper Award - Finalist

- **□ ○ CHCM**: Seeing Systems in Health Care Organizations Leonard H Friedman, Oregon State U.; Jonathan B King, Oregon State U.; David A. Bella, Oregon State U.
- **ODC**: Bridging Theory and Practice in the Management of Organizational Change | Venkatarman Nilakant, U. of Canterbury
- **©ODC**: Complex Change Design & Morphology: Business IT Alignment, Dynamic Capability and Process Maturity | Heather Stebbings, Cranfield School of Management; Ashley Braganza, Cranfield U.
- CM: Complex Conflict Episodes and the Inside Sales Role: A Sequential Contingency Perspective | James Ian Forbes Speakman, Cranfield School of Management; Lynette Ryals, Cranfield University

889 : (Paper Session) - (IP) Regional Entrepreneurship. Innovation and Economic Growth

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C2

Facilitator: Robert Brent Anderson, U. of Regina

□ • → ■TIM: Prospects & Challenges to "Biopolis of Asia": Biotechnology Innovation System of Singapore | Hamidah

- **M. Salleh**, National University of Singapore; **Klaus Nielsen**, Birkbeck College, U. of London
- **TIM**: Government Policy and Trajectories of Radical Inovation in Dirigiste States: France and Korea | **Taeyoung Yoo**, Birkbeck College, U. of London
- → TIM: A Study of Upsurge in Korean Patenting in the US | Jaeyong Song, Seoul National U.
- SIM: On Their Own Terms: Indigenous Communities,
 Development and the New Economy | Robert Brent
 Anderson, U. of Regina; W Scott MacAulay, U College of the
 North; Bob Kayseas, First Nations U. of Canada; Kevin George
 Hindle, Swinburne U. of Technology
- → ■IM: The National Entrepreneurial Infrastructure: How Nation-States May Encourage Local Entrepreneurship | David Lanier Major, U. of Maryland, College Park

890 : (Paper Session) - (IP) Control Across Temporary Organizational Boundaries

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C3 Facilitator: **Patrick Kenis**, Tilburg U.

- BPS: What Drives Alliance Agility? Governance, Leadership and Capability Development in Alliances | Jochen Schweitzer, U. of Technology, Sydney; Siegfried P. Gudergan, U. of Technology, Sydney
- → IM: Which of Call Option or Put Option Matters?:

 Governance Change of International Joint Ventures | Akie Iriyama, U. of Pittsburgh
- **OMT:** A temporality of Temporary Organizations: Implications for Goal Effectiveness and Legitimacy | **Martyna Janowicz**, Tilburg U.; **Patrick Kenis**, Tilburg U.; **Patrick Vermeulen**, Tilburg U.
- OCIS: Task Environment and Interdependence: Coordination in Federated IS Governance Structures | Clay K. Williams, U. of Georgia
- ➡⇒⇒BPS: Offend, Defend, or Preempt? The Role of Strategic Effects and Investments in Partnerships | Elitsa Banalieva, Indiana University Bloomington

891: (Paper Session) - (IP) Organizing for Innovation: Expanded Perspectives on Structure and Process

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C4

Facilitator: Scott W. Geiger, U. South Florida St. Petersburg

→ IM: The Decision to Globalize R&D by Multi-National

Corporations: A Research Synthesis | R. Scott Livengood,

U. of Maryland

- **ODC:** Appreciative Inquiry as a Process of Organizational Innovation | **Joshua H. Tabor**, Gonzaga U.
- **TIM:** Exploration And Exploitation Innovation Processes: The Role Of Organizational Slack | **Scott W. Geiger**, U. South Florida St. Petersburg; **Marianna Makri**, U. of Miami
- ■BPS: Learning Channel, Organizational Capabilities and Performance: An Empirical Test | Tung-Min Hung, National Cheng Kung U & E. SUN. Investment Consulting
- **BPS:** An Examination of the Role of Strategy in the Innovation Process: Empirical Evidence | **Ayse Banu Goktan (Bilhan)**, U. of North Texas; **Grant Miles**, U. of North Texas

892 ♥ ■: (MC) Advances in the Practice of Consulting

4:10pm - 5:00pm Hyatt Regency Atlanta: Montreal

Host: Andreas Werr, Stockholm School of Economics

Facilitator: Susan M. Adams, Bentley College

Speaker: John G. Catero, Leverage Intelligence Consulting

893: (Paper Session) - (MED) International Education: Learning Across Cultures

4:10pm - 5:20pm Hyatt Regency Atlanta: Spring Chair: Linda L Brennan, Mercer U.

Discussant: Dennis M Garvis, Washington and Lee

- ☐ International Learning Groups Synergies and
 Dysfunctions | Yiannis Gabriel, Royal Holloway, U. of London;
 Dorothy S Griffiths, Imperial College London
- → Business Student Attitudes to Information Sharing and SDLR - a comparison between Germany and the US | Lars Mitlacher, Not Specified; Michael Beitler, University of North Carolina
- Cultural Differences in Three Educational Systems: A Focus on the Globe Scores for Societies. | Katrin Hansen, Gelsenkirchen University of Applied Sciences; Jacobo Ramirez, ITESM; N. S. Anuradha, Indian Institute of Science
- Published Learning Environment: Impact of Individualism-Collectivism and Power Distance | Alvin Hwang, Pace U.;

 Anne Marie Francesco, Hong Kong Baptist U.

 Winner of MED Division Best Paper in Management Learning (Sponsored by Sage Publications and Management Learning)

894: (Paper Session) - (MED) Becoming Excellent As a Teacher: Best Practice Meets Reality

4:10pm - 5:20pm Hyatt Regency Atlanta: Techwood Chair: Norm R Althouse, U. of Calgary Discussant: Katherine A Karl. Marshall U.

- A Mirror on Professor Artistry: Business Professors' Use of Reflection in Their Teaching Practices | Gary Wagenheim, Simon Fraser U.
- Please Don't Give Up on Me: When Faculty Fail to Care |
 Thomas Fletcher Hawk, Frostburg State U.; Paul Lyons,
 Frostburg State U.
- Gender Effects in the Business School Classroom: A Social Power Perspective | Dan Moshavi, Montana State U.; Susan Dana, Montana State U.; Stephen S Standifird, U. of San Diego; Frank Pons, U. of San Diego
- → Successful Academic Women in the Americas: How Different Are they from other Thriving Professionals? | Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey; Ann Gregory, Memorial U. of Newfoundland; Terri R Lituchy, Concordia University; Silvia Ines Monserrat, U del Centro de Buenos Aires; Suzy Fox, Loyola U. Chicago; John Miller, Sam Houston State University; Jo Ann Duffy, Sam Houston State University; Betty Jane Punnett, U of West Indies; Neusa bastos Santos, Pontificia Universidade Catolica de Sao Paulo

895: (Paper Session) - (MOC) Making Decisions & Making Sense

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 2 - Magnolia Perspectives on decision making and sensemaking in organizations. Chair: Frank C Schultz, U. of California, Berkeley Discussant: James Douglas Orton, Michigan Technological U.

- Making Good Sense: Assessing the Quality of Managerial Decision-making. | Graham M Winch, Manchester U.; Eunice Maytorena, Manchester U.
- The Dynamics of Sensemaking Processes in Strategy-Making Teams: Towards a Theoretical Framework I lan Michael Clarke, Lancaster U.; Ellen Pruyne, Lancaster U.
- New York U.; Raghu Garud, Penn State University
- Sensemaking in Operating Room Crises: Exploration and Exploitation in Action | Jenny W Rudolph, Veterans Administration Boston Medical Center

896: (Paper Session) - (MOC) Tales from the Field: Case Studies of Organizational Identity

4:10pm - 5:20pm Atlanta Marriott Marquis: Imperial - Consulate Presents qualitative case studies of corporations, government, and financial services in US and abroad.

Chair: Emily Dunham Heaphy, U. of Michigan, Ann Arbor Discussant: Kevin W. Rockmann, George Mason U. ₱Symbolizing Identity: When Brand Icons Become Organizational Icons | Celia Virginia Harquail, Independent Scholar

- We Are Losing Our Memory, Will We Lose Our Identity? | Kathleen Cavanaugh, Energy Information Administration; Andrea Casey, George Washington U.
- Organizational Artefacts and Identity-Related Processes: a Study of Corporate Museums | Davide Ravasi, Bocconi U.; Ileana Stigliani, SDA Bocconi / Bocconi U.
- Multiple Organizational Identities: a Member's Perspective | Mirdita N. Elstak, Erasmus U.; Cees B.M. Van Riel, Erasmus U.

897: (Paper Session) - (MOC) Creative Moments & Cognition

4:10pm - 5:20pm Atlanta Marriott Marquis: Imperial - Summit Examines how knowledge, insight, perceptions and affect impact creativity & creative judgement.

Chair: Jeroen Kraaiienbrink. Twente U.

Discussant: Ramon J. Aldag, U. of Wisconsin, Madison Polncreasing Insight | Matthew A. Cronin. George Mason U.

- ■Towards a Person-Based Model of Mental Simulation in Analytic and Creative Judgment | Robert Litchfield, Washington and Jefferson College
- Differential Effects of Affect, Perceived Newness, and Perceived Usefulness on Creativity Judgment. | Roy Yong Joo Chua, Columbia U.; Sheena S. Iyengar, Columbia U. ₱An Attributional Theory of Convergent Thinking in Groups | Jack Anthony Goncalo, Cornell U.

898 (Paper Session) - (MOC) Cultural Framings: Virtues & Values

4:10pm - 5:20pm Atlanta Marriott Marquis: Marquis Salon IV - MOC 1 Examines how corporate & national cultural values relate to sensemaking, influence and cognition. Presented on Panels 25-30

- Certification, Reputation and Legitimacy: Concentric Concepts | Karen Schnatterly, U. of Minnesota; Andrew Ward, U. of Georgia; Peggy M. Lee, Arizona State U.
- A Cross Cultural Study of the Individual Polychronic Values Instrument | Karen Moustafa, Indiana - Purdue University, Fort

- Wayne; Ujvala Arun Rajadhyaksha, Saint Mary's College; Olga **Soler**, University of Venezuela
- The Effects of Accents on Message Evaluation: Standard Dialects and Persuasion I Beth Ann Livingston, U. of Florida: Pauline Schilpzand, U. of Florida; Amir Erez, U. of Florida
- → Western Exposure: The Effects of Foreign Experience on Taiwanese Managers' Cognition | Ray Friedman, Vanderbilt U.; Wu Liu, Vanderbilt U.; Shu-Cheng Chi, National Taiwan U.; Ying-Yi Hong, University of Illinois at Urbana-Champaign
- Miller, NASA AERO Institute: Fernando Olivera, U. of Western
- Attributions and Emotions in the Justification of Deviant Behavior | Paul Harvey, Florida State U.; Mark J Martinko, Florida State U.

899: (Paper Session) - (OB) Stress and Coping in Social Service and Military Jobs

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover E Chair: Daniel C Ganster, U. of Arkansas

Discussant: Nealia Sue Bruning, U. of Manitoba

The Positive Affectivity-Coping

- Relationship:Conscientiousness and Perceived Control as Moderators I James Meurs. Florida State U.: Kelly L Zellars. U of North Carolina - Charlotte; Pamela Perrewe, Florida State U.
- ■Critical Incidents & Drinking: Unit Norms & Job Resources as Sources of Vulnerability & Protection | Peter Bamberger, Technion-Israel Institute of Technology; Samuel Bacharach, Cornell U.
- The Effect of Occupational Commitment on Contract Breach-Job Stress Relations | Ying-Jung Yvonne Yeh, National Taiwan U of Science and Technology; Jyh-Jer Roger Ko, National Taiwan U.
- Linking Injustice to Emotional Exhaustion and Related Levels of Commitment and Turnover Intention | Michael S. Cole, U. of St. Gallen; Jeremy Bernerth, Auburn U.; Daniel T. Holt, Air Force Institute of Technology

900: (Paper Session) - (OB) Leadership in International and **Cross-Cultural Contexts**

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover G Chair: Elizabeth Douthitt, Stanford U

Discussant: Lvnn Harland, U. of Nebraska, Omaha

- → Exploring Intra-National Cross-Cultural Leadership: The Case of Aotearoa New Zealand | Dale Marie Pfeifer, Victoria University of Wellington; Brad Jackson, Victoria U. of Wellington; Matene Love, Victoria U. of Wellington
- → Cultural and Leadership Predictors of Corporate Social Responsibility Values: A 15-Country Study | David Waldman, Arizona State University; Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management: Nathan Thomas Washburn, Arizona State U.; Robert J House, U. of Pennsylvania
- → A Multi-Level and Cross-Cultural Examination of Transformational Leadership in the U.S. and China I Bradley L. Kirkman, Texas A&M U.; Gilad Chen, U. of Maryland; **Zhen Xiong Chen**, Australia National University; Kevin B. Lowe, U. of North Carolina, Greensboro

901: (Paper Session) - (OB) Group Dynamics

4:10pm - 5:20pm Hyatt Regency Atlanta: Piedmont

Chair: Michelle C Bligh, Claremont Graduate U.

Discussant: John S Carroll, MIT Sloan School of Management

Opening the Black Box of Group Dynamics | Emmanuel Josserand, Paris Dauphine U.; Stéphanie Dameron, Paris Dauphine U.

Whither the Work Group: The Moderating Effects of Work Group Identification | Peter H. Lee, York U.

Team Downsizing: The Impact of Structure and Composition on Collective Adaptation | Daniel Scott DeRue, Michigan State U.; John Hollenbeck, Michigan State U.; Michael David Johnson, Michigan State U.; Daniel R Ilgen, Michigan State U.; Dustin Jundt, Michigan State U.

Contextualizing Team Learning: New Insights through Considerations of Task and Time | Tammy Woods, University of Connecticut

902: (Paper Session) - (OB) Justice in Group and Organizational Contexts

4:10pm - 5:20pm Hyatt Regency Atlanta: Roswell

Chair: Cindy Wu, Baylor U.

Discussant: James M. Schmidtke, California State U., Fresno Interpersonally Fair Teams: Linking Justice Climate, Affective Tone, and Team Citizenship Behaviors | Jana L. Raver, Queen's U.; Mark G. Ehrhart, San Diego State University

Motives for Complaining to a Third Party | Rebekah Bennett, Queensland U. of Technology: Charmine E. J. Hartel. Monash U., Clayton; Doan Nguyen, U. of Queensland; Dominique Keeffe, Queensland U of Technology

Beyond the Preference for Equity and Equality: Predicting the Fairness of Allocations in Groups | John M Maslyn, Belmont U.; Steven M Farmer, Wichita State U.; Kimberly K. Merriman, Witchita State U.

Justice, or Exemplarity? Theoretical Bases and Empirical Contributions to Post-Merger Performance | Tessa Melkonian, EM Lyon; Philippe M. Monin, EM Lyon; Niels G. Noorderhaven, Tilburg U.; Audrey Rouzies, EM Lyon; Alma Timmers, Tilburg U.

903: (Paper Session) - (OB) Innovation and Creativity

4:10pm - 5:20pm Hyatt Regency Atlanta: University

Chair: Nora Madjar, U. of Connecticut

Discussant: Louise Tourigny, U. of Wisconsin, Whitewater The Personal Attributes that Enhance Individual versus Team Innovation | Ella Miron-Spektor, Technion-Israel Intitute of Technology; Miriam Erez, Technion U.; Eitan Naveh, Technion-Israel Institute of Technology

Multiple Tasks and Multiple Goals Effect on Creativity: Forced Incubation or Just a Distraction? | Nora Madjar, U. of Connecticut; Christina Shalley, Georgia Institute of Technology

Intelligence, Affect, and Creative Task Performance Sukumarakurup Krishnakumar, Virginia Polytechnic Institute; Anthony Cobb, Virginia Tech; Richard Roberts, Educational **Testing Service**

904: (Paper Session) - (OB) Managing Stress and Burnout 4:10pm - 5:20pm Hyatt Regency Atlanta: Vinings

Chair: Michael O'Driscoll, U. of Waikato

Discussant: Mel Fugate, Southern Methodist U.

Core Self-Evaluations and Performance: The Moderating Role of Challenge and Hindrance Stressors | Cindy P. Zapata-Phelan, University of Florida; Charlice Hurst, U. of Florida; Jason Colquitt, U. of Florida

The Mediating Effects of Job Satisfaction and Propensity to Leave: Combining Meta-Analysis and SEM | Simona Gilboa, Tel Aviv U.; Arie Shirom, Tel Aviv U.; Yitzhak Fried, Syracuse U.

Mindfulness at Work: The Beneficial Effects on Job Burnout in Call Centers | Javanth Narayanan, London Business School; Lisa M. Moynihan, London Business School

Frontline Service Work: Emotional Exhaustion, Social Support and Employee Wellbeing | Stephen Deery, King's College, U. of London; Roderick D Iverson, Simon Fraser U.; Janet Walsh, King's College, U. of London

905 JS: (OB, HR) Advances in Understanding OCB at Work: From Social Exchanges to Contingency **Perspectives**

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover D

Chairs: Dan S. Chiaburu, Pennsylvania State U.; Sophia Vladimirova Marinova, University of Illinois at Chicago From fairness to OCBs: Opening the 'black box' | Robert

Moorman, Creighton U.; Zinta S. Byrne, Colorado State U.

Personality and workplace social exchanges: Joint effects in predicting task performance and OCBs | Linn Van Dyne, Michigan State U.; Dishan Kamdar, Indian School of Business

A good citizen or a good soldier? An organizational culture perspective on OCB roles and behaviors | Sophia Vladimirova Marinova, University of Illinois at Chicago; Paul E. Tesluk, U. of Maryland

Event- and entity-based attributions as OCB predictors: Manager trustworthiness or manager fairness? | Dan S. Chiaburu, Pennsylvania State U.

906: (OCIS) OCIS Keynote: Collaboration In Adversity 4:10pm - 5:20pm Atlanta Marriott Marquis: International 1

Keynote Speaker: Sara Kiesler, Carnegie Mellon University

907 (ODC) An Uneasy Look at Orthodox High-Flier Career Management - is Talent Management the answer?

4:10pm - 5:20pm Hilton Atlanta: Jackson

Chairs: George Greibe, NOCA Network of Corporate Academies, Denmark; Ove Munch Ovesen, Novo Nordisk

Discussant: Henrik Holt Larsen, Copenhagen Business School An uneasy look at High- Flier Career Management - is Talent Management the answer? | Henrik Holt Larsen, Copenhagen **Business School**

Speaker: Henrik Jespersen, Grundfos Management

908 ⊕→ JS: (ODC, MC) Future of Organization **Development: Research and New Developments**

4:10pm - 5:30pm Hilton Atlanta: Carter

A symposium for practitioners and scholars.

Chair: Leon De Caluwe. Free U., Twynstra

Towards a Theory of OD Practice: What makes OD, OD? David Jamieson, Pepperdine U.

OD without Context Management is a Luxury Item. | Hans Vermaak. Twynstra Management Consultants

Research on the Future of OD in the Netherlands | Leon De Caluwe, Free U., Twynstra

Reflections on the Future of Organization Development. | Ann E. Feverherm. Pepperdine U.

909: (OM) Operations Management Division Business **Meeting and Awards**

4:10pm - 5:00pm Atlanta Marriott Marquis: Rio Grande & MacKenzie All members and prospective members are welcome.

Division Chair: Rebecca Duray, U. of Colorado at Colorado Springs Division Chair-Elect.: G. Keong Leong, U. of Nevada, Las Vegas Program Chair: Hale Kaynak, U. of Texas, Pan American

Professional Development Workshop Chair: Diane H. Parente, Pennsylvania State U., Erie

Past Chair: Morgan Swink, Michigan State U.

Webmaster: Elliot Bendoly, Emory U.

Newsletter Editor: Peggy D. Lee, Pennsylvania State U., Great

Secretary: Karen Chinander, Florida Atlantic U.

Social Capital and Communities of Practice

4:10pm - 5:20pm Atlanta Marriott Marguis: International 2 Chair: Jacqueline N. Hood, U. of New Mexico

A Multi-Level Model of Social Capital | Harry J Van Buren, U. of New Mexico; Jacqueline N. Hood, U. of New Mexico

- Crganizational Justice, Social Capital and the Organizational Advantage | Ashish Mahajan, New Mexico
- Compassion in Organizational Trauma | Edward H. Powley, Case Western Reserve U.
- Revisiting the Swollen Middle: A Joint Perspective of Social Capital Theory and TCE on Joint Ventures | Daniel Rottig, Florida Atlantic U.

911 →: (Paper Session) - (OMT) Issues in Governance and Ownership

4:10pm - 5:20pm Atlanta Marriott Marguis: International 3

Chair: Johannes M Lehner, U. of Linz

- Not All Declarations are Equal: Governance Routines, Search, and CEO-Chair Separations | John Joseph, Northwestern U.; William Ocasio, Northwestern U.
- → Preference for Skewed Return Distributions through Stock Option Programs. Evidence from Germany | Johannes M Lehner, U. of Linz
- ■Two Sides of Same Coin? Longitudinal Examination of Monitoring and Activism on Earnings Management | Maria Goranova, Syracuse U.; Raihan Hameed Khan, State U. of New York, Oswego; Michael Hadani, Syracuse U.; Diya Das, Syracuse U.
- ▶ The Allocation of Ownership Rights in Consulting Firms Ansgar Richter, European Business School; Katrin Schroeder, Booz Allen Hamilton

Underpinnings of Institutions

4:10pm - 5:20pm Atlanta Marriott Marquis: International 4 Chair: Rich DeJordy, Boston College

Agency and Path Dependence: QWERTY Reconsidered I Efstratios Ramoglou, Cambridge U.

Institutional Guardianship: Protecting & Preserving Existing Institutional Orders from Change | Rich DeJordy, Boston College; Candace Jones, Boston College

- ■That's (Not) The Way We Do Things: Institutional Pressures, Managerial Cognition, and Firm Action | Tim Hargrave, U. of Minnesota
- ■From Plan to Plant: Effects of Certification on Operational Start-up | Wesley Sine, Cornell U.; Robert J David, McGill University; Hitoshi Mitsuhashi, U. of Tsukuba

913: (OMT) Networks Inside and Around Communities

4:10pm - 5:20pm Atlanta Marriott Marguis: International A Chair: Jennifer Kurkoski, U. of California, Berkeley

Discussant: Paul Ingram, Columbia U.

Competition Among U.S. Communities: A Network Analysis of Community Niche Overlap in Two Dimensions | Pino G. Audia, U. of California, Berkeley; Jennifer Kurkoski, U. of California, Berkeley

Bigger, Safer, Faster: Supplier-Buyer Networks and the Origin and Diffusion of Competitive Advantage | Henrich R. Greve, Norwegian School of Management

How Local Business Influence Non-profit Growth in US Communities, 1987-2002 | Christopher Marquis, Harvard U.; Gerald F Davis, U. of Michigan, Ann Arbor

Is There a Center to the Chicago Business Community? I Ronald S. Burt, U. of Chicago

914: (Paper Session) - (OMT) Diffusion Processes in Organizations

4:10pm - 5:20pm Atlanta Marriott Marquis: International B

Chair: Paola Perez-Aleman. McGill U.

Learning from Peers or Other Populations? The Adoption of Corporate Venture Capital Programs | Vibha Gaba, INSEAD; Alan D. Meyer, U. of Oregon

- E-procurement Adoption at the Early Stage of the Internet Breakthrough. | Gianvito Lanzolla, Cass Business School; Nikos Tsikriktsis, London Business School
- → Rethinking the Diffusion of International Quality Standards in Developing Countries | Paola Perez-Aleman, McGill U.
- ₽ Looking Good and Doing Better: Rethinking Motivations for Adopting Innovations | Mark Kennedy, U. of Southern California; Peer C. Fiss, Queen's U., Canada

915: (Paper Session) - (OMT) E-squared: Ecology and **Evolution**

4:10pm - 5:20pm Atlanta Marriott Marquis: International C Chair: Cetin Onder, Sabanci U.

→ Time Flies, but not Memory: Diversity, Temporal Heterogeneity and Industry Evolution | Jeroen Kuilman, Erasmus U.; Jiatao Li, Hong Kong U. of Science and Technology

Population Selection Bias: The Case of Density Dependence I Jerker C. Denrell, Stanford U; Balazs Kovacs, Stanford U.

Perceptions. Structural Processes and the Two-Stage Organizational Founding Process | Cetin Onder, Sabanci U.; Behlul Usdiken, Sabanci U.

₱•Organizations Coevolving: System Dependence in the Population of US Commercial Television Stations | Alessandro Lomi, Bologna U.; Giacomo Negro, Bocconi University / SDA Bocconi; Fabrizio Perretti, Bocconi University / SDA Bocconi

916 : (Paper Session) - (ONE) Performance and the Natural Environment

4:10pm - 5:20pm Hilton Atlanta: Madison

Facilitator: **Kurt Motamedi**, Pepperdine University *Discussants:* **Frances E Bowen**, U. of Calgary; **Deborah M. Steketee**, Aguinas College

- Do Firms Compensate their CEOs for Environmental Performance? | Pascual Berrone, Carlos III U.; Luis R. Gomez-Mejia, Arizona State U.
- Effect of Past Environmental Performance and Future Stock Market Returns | Juan Santalo, Instituto de Empresa; Carl J. Kock, Instituto de Empresa
- A Corporate Governance Framework of Environmental Strategy: An Empirical Investigation | Judith Louise Walls, Rensselaer Polytechnic Institute; Phillip Phan, Rensselaer Polytechnic Institute
- Natural Environment Performance Factors and Executive Compensation in US Firms | James J Cordeiro, State U. of New York, Brockport; Joseph Sarkis, Clark University

917 **© •**: (Paper Session) - (PNP) Facilitating Knowledge Sharing, Innovation & Change

4:10pm - 5:20pm Hilton Atlanta: Douglas

Chair: Katherine Farguhar, American U.

- ■Network and Professional Effects on Diffusion of Innovation through Multi-Sector Networks | Kimberley Roussin Isett, Columbia U.; Alan Ellis, U. North Carolina Chappel Hill
- Under What Conditions Do Public Managers Favor and Pursue Organizational Change? | David Pitts, Georgia State U.; Sergio Fernandez, Indiana University
- Administrative Innovation in the Public Sector: Implications for Public Administrator Roles | Marguerite Schneider, NJIT; Fariborz Damanpour, Rutgers U.
- Facilitators of Interdepartmental Knowledge Sharing in Public Sector Organizations. | Annick Willem, Ghent U.; Marc Buelens, Ghent U.

918 : (Paper Session) - (RM) Problematic Issues in the Research Process and Data Analysis

4:10pm - 5:30pm Atlanta Marriott Marquis: Chablis & Picard Chair: Karl Galen Kroeck, Florida International U.

Discussants: Christiane Spitzmueller, U. of Houston; Amanuel G. Tekleab, Wayne State U.

The Statistical Control of Nuisance Variables: The Neglected Issue of Construct Validity | James A. Breaugh, U. of Missouri, St. Louis

Organizational Slack and Performance: The Impact of Outliers

| Andrew J Wefald, Kansas State U.; Jeffrey P Katz, Kansas

- State U.; Ronald G Downey, Kansas State U.; Kathleen Garrett Rust, Elmhurst College
- Sensitive Topics and Items in Employee Attitude Surveys | Marcia Simmering, Louisiana Tech U.; Hettie A. Richardson, Louisiana State U.; Elizabeth R. Bourgeois, Personnel Board of Jefferson County
- Finding the Missing Papers: The Fate of Best Paper
 Proceedings Presented at AOM Conferences | Katherine
 McPadden, City U. of New York, Baruch College; Hannah
 Rothstein, Baruch College

919: (Paper Session) - (RM) Management Research Methods Overview: Past Trends in What We Study and Frameworks We Employ

4:10pm - 5:20pm Atlanta Marriott Marquis: Rhine & Savoy

Chair: Rita Durant, Spring Hill College

Discussants: Celeste M. Brotheridge, U. of Quebec, Montreal; Jodi S. Goodman, U. of Connecticut

- ™ Which Organizations? Whose Work? The Research Settings of Leading Management Research, 1988-2002 | Michael Boyer O'Leary, Boston College; Bradley A. Almond, Boston College; Eric Lamm, Boston College
- ■Main Path Analysis of the Management Literature, 1983-2005: Toward a Methodology for Metareview | Jonathan Lewis Johnson, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas; Sven Kepes, U. of Arkansas
- The Forms, Foci, and Methods Shaping Contributions in Alliance Research: 1996-2004 | Jane E. Salk, U. of Texas at Dallas; Theodore Andrew Khoury, U. of Texas at Dallas

920: (Paper Session) - (SIM) Ethics and Profits

4:10pm - 5:20pm Hilton Atlanta: Crystal Ballroom A & F

Chair: Kelly Strong, Iowa State U.

- Consistency in Corporate Social Performance and Corporate Financial Performance. | **Heli Wang**, Hong Kong U. of Science and Technology; **Jaepil Choi**, Hong Kong U. of Science and Technology
- Productivity of Ethics: Moral Leadership as an Antecedent to Organizational Citizenship Behavior | James Richard Guzak, U.Texas Arlington

₱Financial Leverage and Social Performance | Jeffrey Harrison, U. of Richmond; Joseph E Coombs, Texas A&M U. When Does a Corporate Social Responsibility Initiative Provide a First-Mover Advantage? | Carol-Ann Tetrault Sirsly, Concordia University

921: (Paper Session) - (SIM) Currents in Corporate Governance

4:10pm - 5:20pm Hilton Atlanta: Crystal Ballroom B $\&~{\rm E}$

Chair: Philip L Cochran, Indiana U.

- → Corporate Governance and Labor Management: A Firm-Level and Cross-National Empirical Study | Roberto García-Castro, IESE, U. of Navarra; Miguel A. Ariño, IESE, U. of Navarra; Miguel Angel Rodriguez, IESE, U. of Navarra
- The Institutionalization of Codes of Ethics as Structures of Organizational Self-Interest | Brad S. Long, St. Francis Xavier U.; Cathy Anne Driscoll, Saint Mary's U.

- The Mixed Message in Shareholder Voice: An Examination of Classified Boards | Ann K. Buchholtz, U. of Georgia; Jill Ann Brown, U. of Georgia; Kareem M. Shabana, U. of Georgia
- Social Responsibility in China | Dong Liu, Chinese University of Hong Kong; Michael N. Young, Hong Kong Baptist U.

922: (Paper Session) - (SIM) Work and Meaning in Corporate Cultures

4:10pm - 5:20pm Hilton Atlanta: DeKalb Chair: Robbin Derry, Northwestern U.

- → Meaningful Work: Types and Magnitude of Job-Related Harm and the Ethical Decision-Making Process | Douglas R May, U. of Kansas; Jennifer Mencl, U. of Minnesota, Duluth; Cuifang Carol Li, Not Specified
- Transformational Leadership and Follower Moral Development: An Integrative Perspective | Weichun Zhu, Long Island University
- Organizational Value Consistency, Employee Justice Judgments & Acquisition Performance | Margaret Cording, Rice U.; D. Brent Smith, Rice U.
- ₱Conceptualizing and Measuring Ethical Work Climate: Development of the Ethical Climate Index | Anke Arnaud, U. of Central Florida

923 € SIM, MH, CMS) (Re)Discovering a Famous Unknown: Howard Bowen's Contribution to the Theory of **CSR**

4:10pm - 5:20pm Hilton Atlanta: Roosevelt Discussant: Archie B Carroll, U. of Georgia Bowen's Contribution at Fifty Years | Duane Windsor, Rice U. Back to the Future: Bowen, Realism, and the Limits to Voluntarism | Richard Marens, California State U., Sacramento Building on Bowen's Legacy: Old and New Institutional Perspectives on CSR | Aurelien Acquier, Ecole des Mines de Paris; Jean-Pascal Gond, U. of Toulouse 1/LIRHE

924: (Paper Session) - (TIM) University Entrepreneurship 4:10pm - 5:20pm Atlanta Marriott Marquis: Champagne Chair: Sharen Ann Bakke, Kent State U.

Discussant: Sanjay Jain, U. of Wisconsin, Madison

Restructuring Research: How Bitnet Adoption Altered the

- Production of University Innovation | Ajay K. Agrawal, J.L. Rotman School of Management, University of Toronto
- Factors Fostering Academics to Start up New Ventures: an Assessment of Italian Founders'Incentives I Riccardo Fini. U. of Bologna; Rosa Grimaldi, U. of Bologna; Maurizio Sobrero, U. of Bologna

Beyond Conflicts in University Entrepreneurship | Jakob Vestergaard Jorgensen, Copenhagen Business School

925: (Paper Session) - (TIM) Innovation in Teams 4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo Chair: Séverine Le Loarne, EM Grenoble Discussant: Jamie P. Eggers, Wharton, U. of Penn Heterogeneous and Homogeneous Teams: The Impacts of Interdependence and Conflict on Team Performance | Brandis Phillips, Michigan State University; Roger Calantone, Michigan State U.

- Intrinsic Motivation, Risk Taking, and Employee Creativity: Love, Engage, Create? | Todd Dewett, Wright State U.
- ■It Takes Two to Tango: A Choreography of R&D Project
 Success | Polly S. Rizova, Boston U.

926: (TIM) TIM Distinguished Speaker Session

4:10pm - 5:20pm Atlanta Marriott Marguis: Cluster 5 - Riviera Distinguished Speaker: Claudia Bird Schoonhoven, U. of California. Irvine

Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

927: (Paper Session) - (TIM) Novelty in Components and **Systems**

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La Chair: Tunji Adegbesan, IESE, U. of Navarra Discussant: Sebastian Fixson, U. of Michigan

- Novelty of Product Innovation: The Role of Different Networks | Lluís Santamaria, U. Carlos III de Madrid: Maria J. Nieto, U. Carlos III de Madrid
- ₱Organizing Component Innovation for Product Systems. The Influence of System and Component Novelty | Jan Van Den Ende, RSM Erasmus Univ.; Ferdinand Jaspers, Erasmus U.; Donald Gerwin, Carleton U.
- ★ Knowledge Creation and the Generation of New Product Ideas: A Behavioral Approach | Anja Schulze, U. of St. Gallen; Martin Hoegl, WHU - Otto Beisheim School of Management

928: (Paper Session) - (TIM) Customer-Driven Innovation I 4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - South Hampton Chair: Lynn W Bakstran, Boston U.

Discussant: Elizabeth M. Gerber, Stanford U

- Organizing for Exploitation: Implications for Lead Users and the Social Networks of Producers | Sharon A. Richardson, Cass Business School
- Consumer Perception of Interface Quality, Security and Lovalty in Electronic Commerce I Hsin Hsin Chang, National Cheng Kung U.; Su Wen Chen, National Cheng Kung U./ Yung-Ta Inst. of Tech. & Commerce
- The Paradox of Strong and Weak Ties: Organization of Customer Ties for Innovation and Change I Tobias Fredberg, Chalmers U. of Technology; Frank T. Piller, Massachusetts Institute of Technology

929 @: (Paper Session) - (TIM) Explaining Technological Change

4:10pm - 5:20pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 1 Presented on Panels 16-24

- The Evolution of Two-Sided Markets: A Dynamic Model | Feng Zhu, Harvard U.; Michael Mitzenmacher, Harvard U.
- Reflective versus Formative Measurement Model Specification: Applying the Tetrad Test | Joachim Weise. Technical U. of Berlin; Soeren Salomo, Karl-Franzens U., Austria; Katrin Talke, Karl-Franzens U., Austria
- Gatekeeping Innovation: Redefining Gatekeepers in the Innovation Process | Tzung-wen Chen, IEP de Paris; Wei-Hsin Hsiang, National Chengchi U., Taiwan, Yi-wen Chen,

National Chengchi U., Taiwan; **Se-Hwa Wu**, National Chengchi U., Taiwan; **Chao-tung Wen**, National Chengchi U., Taiwan

- Impact of Entrepreneurial Innovation on Cumulative Innovation | Preeta Roy, U. of Pennsylvania
- Board Independence, Director Incentive Alignment, and R&D Productivity | David Hongquan Zhu, U. of Michigan
- Moderators of Competitive Advantage from RFID | Kurt Hozak, Ohio State U.
- Disconnect between Theory and Practice in the Management of Innovation | Darius Mahdjoubi, UT - Austin; Andrew H. Van de Ven, U. of Minnesota
- Technology Social Ventures and Innovation: Understanding the Innovation Process at Benetech | Geoffrey Desa, U. of Washington, Seattle; Suresh B Kotha, U. of Washington, Seattle
- Why Firms Innovate Or Not: Profit Maximization, Imitation or Firm Capabilities? | Helena Barnard, Rutgers Business School--Newark and New Brunswick; Beeuwen Adriaan Gerryts, U of Pretoria / Council for Scientific and Industrial Research

4:10pm - 5:50pm Atlanta Marriott Marquis: International 6
Has a new culture of 'disposable workers' replaced traditional employment relations? This forum considers this question from a management, labor and government perspective.

Chairs: Denise M Rousseau, Carnegie Mellon University; Rosemary Batt, Cornell U.

Presenters: Lou Uchitelle, New York Times; J.T. Battenberg III, Delphi Corporation; Thomas A Kochan, Massachusetts Institute of Technology

Monday 5:00PM

930 : (ICW) Northeastern University Reception

5:00pm - 7:00pm Hilton Atlanta: Grand Salon A Organizer: **Cynthia Lee**, Northeastern U.

Monday 5:15PM

931: (MC) MC Business Meeting

5:15pm - 6:00pm Hyatt Regency Atlanta: Montreal Division Chair: Andreas Werr Stockholm

Division Chair: Andreas Werr, Stockholm School of Economics Program Chair: Susan M. Adams, Bentley College

Program Chair. Susam W. Adams, Dentiey College

Professional Development Workshop Chair: C Ken Weidner, Saint Joseph's U.

Monday 5:30PM

932 : (ENT) All Division Meeting

5:30pm - 6:30pm Hilton Atlanta: Council/Cabinet Room

933 : (ICW) University of Georgia, Terry College of Business Reception

5:30pm - 7:00pm Atlanta Marriott Marquis: Garden Terrace

934: (IM) International Management Division Business Meeting

5:30pm - 7:00pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen

Business update and award presentations.

Division Chair: **D Eleanor Westney**, Massachusetts Institute of Technology

Division Chair-Elect.: Ravi Ramamurti, Northeastern U.

Program Chair: Timothy Michael Devinney, Australian Graduate School of Management

Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

935: (OCIS) OCIS Business Meeting

5:30pm - 6:30pm Atlanta Marriott Marquis: International 1

936: (OMT) OMT Artifact and Business Meeting

5:30pm - 6:15pm Atlanta Marriott Marquis: International 3

Division Chair: Pamela R Haunschild, U. of Texas, Austin

Division Chair-Elect.: Gerald F Davis, U. of Michigan, Ann Arbor

Program Chair: Kimberly D Elsbach, U. of California, Davis

Professional Development Workshop Chair: William Ocasio,

Northwestern U.

937 : (PNP) PNP Awards & Business Meeting

5:30pm - 6:30pm Hilton Atlanta: Douglas

Division Chair: Matthew Liao-Troth, Western Washington U.

Division Chair-Elect.: Kirsten Gronbjerg, Indiana U.

Program Chair: **Bradley E Wright**, U. of North Carolina, Charlotte Professional Development Workshop Chair: **Stephen T.T. Teo**, U. of Technology, Sydney

938: (RM) Research Methods Division Business Meeting

5:30pm - 6:30pm Atlanta Marriott Marquis: Rhine & Savoy

Division Chair: Kwok Leung, City U. of Hong Kong

Division Chair-Elect.: Gordon W Cheung, The Chinese U. of Hong Kong

Program Chair: Mark Gavin, Oklahoma State U.

Professional Development Workshop Chair: **Charles A. Pierce**, U. of Memphis

939: (S/M) SIM Division BusinessMeeting

5:30pm - 7:00pm Hilton Atlanta: Crystal Ballroom B & E

Division Chair: Kathleen Rehbein, Marquette U.

Division Chair-Elect.: Duane Windsor. Rice U.

940: (TIM) TIM Division Business Meeting

5:30pm - 6:30pm Atlanta Marriott Marquis: Cluster 5 - Riviera *Division Chair:* **Gautam Ahuja**, U. of Michigan

Division Chair-Elect.: Christopher L Tucci, Ecole Polytechnique

Fédérale de Lausanne

Program Chair: Lori Rosenkopf, U. of Pennsylvania Professional Development Workshop Chair: Paul Almeida,

Georgetown U.

Past Chair: Laura B. Cardinal, Tulane U.

Monday 6:00PM

941: (CMS) CMS IG Business Meeting

6:00pm - 7:30pm Atlanta Marriott Marquis: Tigris & Danube

942 : (HCM) HCM Division Social

6:00pm - 8:00pm Hilton Atlanta: Pool Deck

Division Chair: Ruth A Anderson, Duke U.

Division Chair-Elect.: Jane Banaszak-Holl, U. of Michigan, Ann

Arbor

Program Chair: Timothy Hoff, State U. of New York, Albany

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ■ Theme-oriented | ● Visual Presentation | 🖰 Selected for Best Paper Proceedings

943: (MC) MC Social Hour

6:00pm - 7:30pm Hyatt Regency Atlanta: Vancouver

Hosts: Susan M. Adams, Bentley College; Andreas Werr,

Stockholm School of Economics

944: (OM) Operations Management Division Social

6:00pm - 7:30pm Atlanta Marriott Marquis: Rio Grande & MacKenzie Contributor: University of Colorado at Colorado Springs Distance MBA Program. All members and prospective members are welcome.

Monday 6:15PM

945 : (OMT) OMT Social Hour

6:15pm - 7:30pm Atlanta Marriott Marguis: International 3 Division Chair: Pamela R Haunschild, U. of Texas, Austin Division Chair-Elect.: Gerald F Davis, U. of Michigan, Ann Arbor Program Chair: Kimberly D Elsbach, U. of California, Davis Professional Development Workshop Chair: William Ocasio, Northwestern U.

Monday 6:20PM

946: (GDO) Business Meeting and Awards Presentation

6:20pm - 7:20pm Hyatt Regency Atlanta: Int'l Ballroom South Business meeting and presentation of awards. GDO Social follows in the Atlanta Marriott Marguis (Marguis Salon 1). Presiding: Martin N. Davidson, U. of Virginia

Monday 6:30PM

947 : (ENT) Entrepreneurship Division Reception

6:30pm - 8:00pm Hilton Atlanta: Crystal Ballroom C & D

948: (OB) OB Division Awards and Celebration / Social

6:30pm - 8:30pm Hyatt Regency Atlanta: Centennial III & IV Presentation of OB Division Awards followed by Division celebration/social

949: (OCIS) OCIS Social Hour

6:30pm - 8:00pm Atlanta Marriott Marquis: Marquis - Salon IV

950 @: (Paper Session) - (OCIS) OCIS Visual Papers 6:30pm - 8:00pm Atlanta Marriott Marquis: Marquis Salon IV - OCIS Presented on panels 1-9

- Technology-Induced Overload: An Inductive Analysis I Ronald T. Cenfetelli, U. of British Columbia
- Mediators and Moderators of Communication Media Choice | Sharon P McKechnie, Boston College
- Is Layered Disaster Response Effective? Analysis of Communications Problems During Disaster Response | Laurence M. Phillips, U. of Maryland, University College; Edward Zelinski, U. of Maryland, University College; Jim Brinksma, U. of Maryland, University College; Suzette **Johnson**, U. of Maryland, University College
- Making Knowledge Visible: Using Expert Yellow Pages to Map Capabilities in Services Firms | Paola Criscuolo, Imperial College London; Ammon Salter, Imperial College London; Tony Sheehan, ARUP

OCIS Division Best Visual Paper Award - Finalist

- Social Inhibition in Knowledge Communities: Increasing Group Size & Diminishing Quality and Quantity | Sven Constantin Voelpel, International U. Bremen; Robert A. Eckhoff, International U. Bremen
- A Social and Human Capital Perspective of the Information Systems Academic Discipline | Catherine Long Anderson, U. of Maryland, College Park
- The Role of Status Seeking in Online Communities: Giving the Gift of Experience | Joseph Lampel, Cass Business School; Ajay Bhalla, Cass Business School
- ♠ An Exploratory Study of B2E Portal User Satisfaction I Dewi Tojib, Monash U.; Ly-Fie Sugianto, Monash U.; Sen Sendjaya, Monash U.
- **Page CEO Blogs: Credibility Issues | Monica Evans**, University of Mississippi; Milorad Novicevic, U. of Mississippi; **Jeanette Martin**, University of Mississippi; Fred J Dorn, U. of Mississippi

951: (PNP) **PNP** Social

6:30pm - 9:30pm Hilton Atlanta: Monroe

Tickets (required for admission) will be distributed at the PNP Business Meeting (Monday 5:30 - 6:30 in the Douglas Room, Hilton Atlanta).

952: (RM) Research Methods Division Social

6:30pm - 8:30pm Atlanta Marriott Marquis: Chablis & Picard Division Chair: Kwok Leung, City U. of Hong Kong

Division Chair-Elect.: Gordon W Cheung, The Chinese U. of Hong

Program Chair: Mark Gavin, Oklahoma State U. Professional Development Workshop Chair: Charles A. Pierce, U. of Memphis

953: (TIM) TIM Social: The Best Social in Town!

6:30pm - 8:30pm Atlanta Marriott Marguis: Cluster 5 - Monte Carlo

Monday 7:00PM

954: (ICW) University of Michigan Business School Cocktail Party

7:00pm - 9:00pm Atlanta Marriott Marquis: International 9 Organizer: Kathryn Dekas, U of Michigan Ann Arbor

955: (ICW) Management Faculty of Color Reception

7:00pm - 9:00pm Atlanta Marriott Marquis: Marquis - Salon II

Organizer: Olenda E Johnson, North Carolina A&T State U.

956: (ICW) British Academy of Management (BAM) Reception

7:00pm - 9:00pm Hilton Atlanta: Grand Ballroom D Organizer: Liam Irwin, U. of Leeds

957 : (IM) International Management Division Social

7:00pm - 10:30pm Atlanta Marriott Marquis: Imperial - Salon A

Come and hobnob with the good and the great of the International Management Division - The best party in town.

Division Chair: D Eleanor Westney, Massachusetts Institute of Technology

Division Chair-Elect.: Ravi Ramamurti, Northeastern U. Program Chair: Timothy Michael Devinney, Australian Graduate School of Management

Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

958: (SIM) SIM & PNP Joint Social

7:00pm - 11:00pm Hilton Atlanta: Crystal Ballroom A & F

Monday 7:30PM

959 : (GDO) Gender and Diversity in Organizations Social Hour

7:30pm - 9:30pm Atlanta Marriott Marquis: Marquis - Salon | Come join us to meet old friends and make new friends.

Division Chair: Martin N. Davidson, U. of Virginia

Division Chair-Elect.: Myrtle P. Bell, U. of Texas, Arlington Program Chair: Lynn Bowes-Sperry, Western New England

College

Professional Development Workshop Chair: Jeanette N. Cleveland,

Pennsylvania State U.

960: (ICW) BYU Ice Cream Social

7:30pm - 9:30pm Atlanta Marriott Marquis: Marquis - Salon III

BYU Welcomes Alumni & friends Organizer: **Jennifer Jackson**, BYU

Host: Gerry Sanders, BYU

Monday 8:00PM

961: (MC) Members & Friends Dinner

8:00pm - 10:30pm Off Site: MC - City Grill

City Grill is located at 50 Hurt Plaza, Atlanta, GA 30303 Host: Andreas Werr, Stockholm School of Economics

Distinguished Speaker: Edgar H Schein, Massachusetts Institute of

Technology

Monday 9:00PM

962 : (AAA) President's Dessert Reception for New and International Members

9:00pm - 10:30pm Atlanta Marriott Marquis: Imperial - Salon B

Sponsored by: University of British Columbia, Sauder School of

Business

Organizer: Thomas G. Cummings, U. of Southern California

Tuesday 7:30AM

963: (AAA) Past Presidents of the AOM Breakfast

7:30am - 8:30am Atlanta Marriott Marguis: Cluster 4 - Thames Organizer: Kathryn M. Bartol, U. of Maryland

Tuesday 8:00AM

964: (AAA) Atlanta 2006, LAC

8:00am - 11:00pm Hyatt Regency Atlanta: Chicago C

Local Arrangements Chairs: William P Galle, U. of New Orleans;

Erich Brockmann, U. of New Orleans

965 : (AAA) Placement Services

9:00am - 4:00pm Hyatt Regency Atlanta: Harris

Placement Services - Registration and Information

Organizer: Scott C. Douglas, U. of Montana

Tuesday 8:10AM

966 € €: (GDO) Shhh! There are Stigmas Associated with Those Topics: Potential Diversity Hotbeds

8:10am - 10:10am Hyatt Regency Atlanta: Hong Kong

Organizer: C. Douglas Johnson, Georgia Southern U.

Chairs: C. Douglas Johnson, Georgia Southern U.; Myrtle P. Bell, U. of Texas, Arlington

Discussant: Kecia M. Thomas, U. of Georgia

"Concealable" Stigma and Organizational Climate: Perspectives of Gay and Lesbian Employees | Corey Munoz, U. of Georgia; Kecia M. Thomas, U. of Georgia

The Case for and Obstacles Associated with Religion as an Aspect of HR Management and Diversity | James E. King, U. of Alabama, Tuscaloosa

Knowledge, Action, and the Public Concern: Younger Workers and Diversity in Organizations | Eileen Kwesiga, U. of Texas, Arlington; Myrtle P. Bell, U. of Texas, Arlington; Wendy J. Casper, U. of Texas, Arlington

The Confederate Flag: A Symbol of Regional Pride or Racial Prejudice? | Katherine E. Wiegand, Georgia Southern U.; Bryan L. Dawson, Georgia Southern U.; C. Douglas Johnson, Georgia Southern U.

Weight Discrimination: Real Life Experiences and Effects on Employee Attitudes and Behaviors | Vikki Natasha Wilkins, Mississippi State U., Meridian; Alisa Mosley, Jackson State U.

Tuesday 8:30AM

967 **■**: (AAS) New Directions in Boundaryless Careers: Knowledge and Identity Beyond Organizational **Boundaries**

8:30am - 10:10am Atlanta Marriott Marquis: International 6

This symposium offers a platform for sharing new ideas and empirical observations of careers that cross traditional organizational boundaries.

Chair: Svenja Tams, U. of Bath

Discussant: Lotte Bailyn, Massachusetts Institute of Technology Progress and Possibilities around Boundaryless Careers | Michael B. Arthur, Suffolk U.

The Kaleidoscope Career: A Model for Understanding Life and Work in the Knowledge Economy | Lisa A Mainiero, Fairfield U.

Identity as Narrative | Herminia Ibarra, INSEAD

Playing Pool versus Pursuing a Path: How Markets, Networks, and Occupations Structure Careers | Beth Bechky, U. of California, Davis; Siobhan O'Mahony, Harvard U.

Commitment by Degrees of Freedom: Professional Development Across Organizational Boundaries | Svenja Tams, U. of Bath

968 €: (AAS) Business as an Agent of World Benefit:Management Knowledge Leading Positive Change

8:30am - 10:10am Atlanta Marriott Marquis: International 7

A panel discussion of business as an agent of world benefit: Management Knowledge Leading Positive Change.

Chairs: David L Cooperrider, Case Western Reserve U.; Nancy J Adler, McGill U.

Presenters: Thomas G. Cummings, U. of Southern California; C K Prahalad, University of Michigan; William H. Starbuck, U. of Oregon; Frances Westley, U. of Wisconsin, Madison; Jane Nelson, Harvard U.

969 **■**: (AAS) The Dynamics of Industry Evolution: What We Know, What We Don't, and What We Should Do About

8:30am - 10:10am Hyatt Regency Atlanta: Int'l Ballroom South

Coordinator: Michael G Jacobides. London Business School

Industry Life-Cycles: Regularities, Frameworks, and

Opportunities | Steven Klepper, Carnegie Mellon University

From Value Chain Evolution to the Architecture of Organizational Capabilities | Michael G Jacobides, London **Business School**

Capability Dynamics: Adaptation and Success as Industries Evolve | Constance E Helfat, Dartmouth College

Creating New Markets, Changing Industries: Content and Process | Kathleen M. Eisenhardt, Stanford U

Discussion | Anita McGahan, Boston U.; Constantinos Markides, London Business School

970 € €: (AAS) Pushing the Boundaries of Mentoring Theory and Research

8:30am - 10:10am Hilton Atlanta: Grand Ballroom D

This symposium uses an interactive research incubator design than involves small group work and intensive audience participation. Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Kathy E. Kram, Boston U.

Relational Engagement and Developmental Networks | Monica Higgins. Harvard U.: Dawn E. Chandler. Boston U.: Kathy E. Kram, Boston U.

Peer Mentoring Relationships | Joyce E.A. Russell, U. of Maryland; Stacy E McManus, Harvard Business School

Understanding Learning and Development in Mentoring Relationships | Melenie J. Lankau, U. of Georgia; Terri A. Scandura, U. of Miami

Stone Center Relational Theory: A Window on Relational Mentoring | Joyce K Fletcher, Simmons College; Belle Rose Ragins. U. of Wisconsin. Milwaukee

- Career Learning Cycles and Mentoring | **Douglas T. Hall**, Boston U.; **Dawn E. Chandler**, Boston U.
- Gender and Mentoring: Issues, Effects and Opportunities | Carol A McKeen, Queen's University; Merridee Bujaki, U of Ottawa
- The Role of Personality in Mentoring Relationships:
 Formation, Dynamics, and Outcomes | **Daniel Turban**, U. of Missouri, Columbia; **Felissa Lee**, Marquette U.
- Mentoring and Career Outcomes: Conceptual and Methodological Issues in an Emerging Literature | Thomas W. Dougherty, U. of Missouri, Columbia; George Dreher, Indiana University
- Mentoring Relationships from the Perspective of the Mentor | Tammy D Allen, U. of South Florida

971 **□**: (BPS) Formal Contributions to Foundational Issues in Strategy

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 3 - State Chair: **Michael Ryall**, Melbourne Business School Discussant: **Pai-Ling Yin**, Harvard Business School

- Competitive Advantage under Network Competition | Michael Ryall, Melbourne Business School; Olav Sorenson, London Business School
- Learning-by-Doing, Organizational Forgetting, and Industry Dynamics | Yaroslav Kryakov, Northwestern U.; David Besanko, Northwestern U.; Mark Satterthwaite, Northwestern U.; Ulrich Doraszelski, Harvard U.
- Optimal Innovation Policy under Exploration-Exploitation Trade-Offs | **Bruno Cassiman**, IESE Business School; **Giovanni Valentini**, Bocconi U.
- Buyer-Supplier Relationships and the Horizontal Scope of the Firm | **Olivier Chatain**, INSEAD; **Peter Zemsky**, INSEAD
- Strategic Interaction in NK Landscapes | Ramon Casadesus, Harvard Business School; Esteve Almirall, Technical University of Catalonia
- Comment: An Empiricist's Reaction | Pai-Ling Yin, Harvard Business School

972 : (Paper Session) - (BPS) Industry Dynamics: Dogfights Across Markets

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 3 - Zurich *Chair:* **Tunji Adegbesan**, IESE, U. of Navarra

Facilitator: Javier Gimeno, INSEAD

Multimarket Contact and Sales Growth: Evidence from Insurance | Henrich R. Greve, Norwegian School of Management

- ₽Dynamic Theory of Multimarket Contact: Competence
 Depletion, Punctuated Forbearance, and Performance |
 Thomas E Will, Agnes Scott College
- → Cross-Border Competitive Aggressiveness: The Awareness-Motivation-Capability Perspective | Ming-Jer Chen, U. of Virginia; Tieying Yu, Boston College; John G Michel, Univ. of North Carolina at Charlotte
- Resource-Based Rivalry | Gideon D Markman, U. of Georgia; Peter T. Gianiodis, Clemson U.; Ann K. Buchholtz, U. of Georgia

973 ➡: (Paper Session) - (BPS) Innovation and Networks: Learning From Friends

8:30am - 10:10am Atlanta Marriott Marquis: International 10

Chair: Luis G. Flores, Northern Illinois U.

Facilitator: Akbar Zaheer, U. of Minnesota

- Explorative and Exploitative Learning Strategies in Technology-based Alliance Networks (WITHDRAWN) | Victor Gilsing, Eindhoven U. of Technology
- Pu→ Intra-group Networks: A Source of Capabilities of Business Group Affiliates in Taiwan | Ishtiaq Pasha Mahmood, National U. of Singapore; Hongjin Zhu, National U. of Singapore
- Network Ownership and New Business Development in Established Firms | **Bjorn Lovas**, London Business School; **Michelle A. Rogan**, London Business School
- Social Capital and the Creation of Knowledge | Claudia N Gonzalez Brambila, Instituto Tecnologico Autonomo de Mexico; Francisco Veloso, Carnegie Mellon U.; David Krackhardt, Carnegie Mellon University

974: (Paper Session) - (BPS) Networks: Friendster Strategies (When Do Alliances Create Value?)

8:30am - 10:10am Atlanta Marriott Marquis: International 8

Chair: Luiz F. Mesquita, Arizona State U.

Facilitator: Glenn Hoetker, U. of Illinois, Urbana-Champaign

- Porrini, Long Island U. Alliances: Value Creation or Zero Sum Game? | Patrizia
- Partner Diversity and Shareholder Value: A Study Of High-Tech Multifirm Alliances | **Mikkel Lucas Overby**, Copenhagen Business School; **Serden Ozcan**, Copenhagen Business School
- Why Do Small Firms Systematically Benefit Less From Collaborative Activity Than Large Firms? | Michael J Leiblein, Ohio State U.; Jeff Macher, Georgetown U.
- ■Does the Choice of Event Study Methodology Impact Estimated Abnormal Returns? A Meta-Analysis | Paulo V. Cunha, U. Nova de Lisboa; Tammo H.A. Bijmolt, U. of Groningen; Jean-Francois Hennart, Tilburg U.

975 : (Paper Session) - (BPS) Governance: Control Freaks and CEO Pay (Organizational Control and Executive Compensation)

8:30am - 10:10am Atlanta Marriott Marquis: International 9

Chair: Simon Peck, Case Western Reserve U.

Facilitator: Jim Combs, Florida State U.

Incentive Alignment, Control, and the Issue of Misleading Financial Disclosures | William J Donoher, Bradley U.; Richard Reed, Washington State U.; Susan F Storrud-Barnes, Cleveland State U

- Designing Compensation Structure: The Influence of VC, Managerial Power and Monitoring Environment | Guoli Chen, Pennsylvania State U.; Shuqing Luo, University of Pittsburgh
- → Social Influence Effects and Managerial Compensation: Evidence from Germany | Peer C. Fiss, Queen's U., Canada Managerial Diversion, Regulation and Internal Control Mechanism | Lerong He, U. of Pennsylvania

976 (Paper Session) - (BPS) Innovation: Visualizing Breakthroughs

8:30am - 10:10am Atlanta Marriott Marquis: Marquis Salon IV - BPS 1 Presented on Panels 7-16

- of Preferential Attachment to Producers | Sharon A. Richardson, Cass Business School
- Vicarious Learning and Product Innovation Failure: Who Benefits from Failure? | Vladislav Maksimov, Georgia State
- Design of Routines for Replication | Anuja Gupta, U. of Pennsylvania: **David Hoopes**. Southern Methodist U.: **Anne** Marie Knott, Washington U.
- A Meta-analysis of the Relationship between Organizational Performance and Innovation | Frances E Bowen, U. of Calgary; Mahdi Rostami, U. of Calgary
- Entry and the Persistence of History- Evidence from U.S. Restaurant Industry | Jon Jungbien Moon, Wharton School
- → Resource-based and Knowledge-based Performance Determinants: A Test on Technology-intensive Firms I Sonya Wen, National Taiwan U.
- Risk Allocation: Theoretical And Empirical Evidences. Application to the Defense Procurement Sector I Jean-Michel Oudot, U. Paris I - ATOM
- Investment Timing and the Benefits of Real Options: A Case Study in the Telecommunications Industry I Charlotte Krychowski, HEC Paris; Bertrand V. Quelin, HEC Paris
- Building Innovation Capabilities: Knowledge Management in Technology Product Innovation I Libby Weber, U. of Southern California
- Organizational Learning and Its Effects: A Social Capital Perspective | Wen-Kuei Liang, Tatung U.

977 JS: (BPS, OMT) Higher Order Dynamic Capabilities: Theoretical & Methodological Dilemmas and New **Empirical Evidence** 8:30am - 10:10am Atlanta Marriott Marquis: Cluster 3 - Bonn

If you are doing research in this area or are simply interested in learning about or debating the topic, please join us. Organizer: Diana L. Day, Rutgers University--Camden Presenters: David J Collis, Harvard Business School; Tammy L. Madsen, Santa Clara U.; Constance R James, Pepperdine U.; Catherine A Maritan, Syracuse U.

978 ■SHCS: (BPS, OMT, TIM) Experience as a Source of Organizational Learning: Taking Stock, Problems, and **Future Directions**

8:30am - 10:10am Atlanta Marriott Marquis: Marquis - Salon II

Organizers: Oliver Gottschalg, HEC Paris; Teppo Felin, Brigham

Discussant: Linda Argote, Carnegie Mellon University

"Experience" as an Antecedent to Learning: Taking Stock, Theoretical Problems, and Future Directions | Teppo Felin, Brigham Young U.

Marshalling Affect: Why Some Firms Learn from Their Experience While Others Do Not | Christopher B. Bingham, U. of Maryland

Growth and Learning - Can There Only be One | Oliver Gottschalg, HEC Paris

Learning (Bad Habits) from Others | Freek Vermeulen, London **Business School**

When Experience Hurts Learning | Maurizio Zollo, INSEAD

979: (Paper Session) - (CAR) Cognition, Identity and Career Anchor Effects on Career Management

8:30am - 10:10am Hyatt Regency Atlanta: Vancouver Chair: Wendy J Walker, Georgia Institute of Technology Discussant: Ruth Catherine Simpson, Brunel U.

- Cognitive Style And Its Relevance For The Management Of Careers | Steven Armstrong, U. of Hull; Eugene Sadler-Smith, University of Surrey
- → Developing a Global Career as a Structure for One's Identity and Life: Cases of Global Russians I Konstantin Korotov, ESMT
- Group Differences in Career Anchors and their Effects on Organizational Attitudes | Shaista Ehsan Khilji, The George Washington U.; Lorraine Dyke, Carleton U.

980 CAU: (CAU) Organizations and Knowledge (OAK) Research Interest Group

8:30am - 10:10am Hyatt Regency Atlanta: Brussels Organizer: William D Schulte, Shenandoah U.

981 CAU: (CAU) Developing a Research Agenda for the Arts. Aesthetics and Organizational Research Field.

8:30am - 10:10am Hyatt Regency Atlanta: Geneva Organizer: Stefan Meisiek, U. Nova de Lisboa

982: (Paper Session) - (CM) Justice and Fairness

8:30am - 10:10am Hyatt Regency Atlanta: Hanover A

Chair: Corinne Bendersky, U. of California, Los Angeles When Does Procedural Justice Matter? A Test of the Identity Violation Effect | David Mayer, U. of Central Florida: Garv Shteynberg, U. of Maryland; Rebecca Gray, U. of Central Florida

- Does Ambiguity Matter? Ambiguity Aversion and Fairness Judgment | Emily M Nason, Hong Kong U. of Science and Technology
- ■The Role of Compensatory and Retributive Justice on Award Decisions in Employment Disputes | Douglas Mahony, U. of South Carolina; Brian S Klaas, U. of South Carolina
- ₱Fair Control: Complementarities between Managerial Controls and Employees' Fairness Evaluations | Chris Paul Long, Washington U.; Corinne Bendersky, U. of California, Los Angeles; Calvin Morrill, U. of California, Irvine

983 JS: (CM, OB) Status and Power in Groups: Effects on Conflict and Performance

8:30am - 10:10am Hyatt Regency Atlanta: Hanover C

Chairs: Heidi K. Gardner, London Business School; Jayanth

Narayanan, London Business School

Discussant: Randall S Peterson, London Business School The Effects of Power Distribution on Knowledge Sharing and Team Performance | Melissa C Thomas-Hunt, Cornell U.; Ethan Burris, University of Texas at Austin

- Status, Identity, Dissimilarity, and Relationship Conflict in Gender Diverse Work Groups | Amy Randel, San Diego State University; Kim Jaussi, State U. of New York, Binghamton
- Movin' On Up: A Theoretical Model of Power Use and Status Enhancement | Chad Proell, Cornell U.
- Status Contests: Impact on Conflict and Performance in Groups | Heidi K. Gardner, London Business School; Jayanth Narayanan, London Business School; Randall S Peterson, London Business School; Lisa M. Moynihan, London Business School

984 **←**: (CMS) Managerial Knowledge and the Public Concern

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 4 - Yukon Discussant: Eric Cornuel, EFMD Brussels (Belgium) Speakers: Sibel Yamak, Galatasaray U.; Janet Hazel Hesketh, U. of KwaZulu-Natal; Flora Sfez, ESCEM Tours (France); Jerome Meric, IAE Tours (France)

985: (Paper Session) - (CMS) New Connections of Social Theory to CMS

8:30am - 10:10am Atlanta Marriott Marquis: Tigris & Danube Chair: Stephanie Welcomer, U. of Maine Discussant: Gary Mangiofico, Pepperdine U.

Beyond Weber as a Theory of Bureaucracy | John T Luhman, U. of New England

The Evolution of Foucauldian Thought in Resistance to Change | Jonathan Raelin, George Washington U. **Best Student Paper Nominee**

From the 'Ultimate Truth' to a 'Mental Entity' - Concept of Intuition in Management Research | Anna Stanislawa Wozniak, U. of St. Gallen; Li Choy Chong, U. of St. Gallen Bergson, the Virtual, and the "Virtual Organization" | Alexander Styhre, Chalmers U. of Technology

986: (Paper Session) - (ENT) Family Business 8:30am - 10:10am Hilton Atlanta: Council/Cabinet Room Chair: Pramodita Sharma, Wilfrid Laurier U.

- Owned Businesses | Somnath Lahiri, U. of Memphis; Ben L Kedia, U. of Memphis
- Interorganizational Familiness: How Family Firms Use Community-level Social Capital | Richard H. Lester, Louisiana Tech U.; Albert Cannella, Arizona State U.
- Strategic Planning Process as a Training Tool in Family Business Succession | Pietro Mazzola, IULM U.; Gaia Marchisio, Kennesaw State U.; Joseph H Astrachan, Kennesaw State U.
- A Family Perspective on When Conflict Benefits Family Firm Performance | Kimberly Eddleston, Northeastern U.; Franz W. Kellermanns, Mississippi State U.

987: (Paper Session) - (ENT) Networks and Social Capital 8:30am - 10:10am Hilton Atlanta: Crystal Ballroom C & D Chair: Janice A. Black, New Mexico State U It's Not Just Who You Know: How Dimensions of Entrepreneurs' Social Capital Generate Firm Resources | Joy Godesiabois, U. of Colorado, Boulder; Elaine Mosakowski, U. of Colorado, Boulder

- ■Entrepreneurship and Performance Spillover Effects: Assessing a Dyadic Theory of Social Capital | Jarle Aarstad, Bergen U College; Sven Haugland, Norwegian School of Economics and Business Administration; Arent Greve, Norwegian School of Economics and Business Administration
- ₽→ Entrepreneurs' Networking Styles:Impact on Tie Formation and Dissolution during Venture Emergence | Balagopal Vissa, INSEAD; Anand Narasimhan, London **Business School**
- The Role of Social Networks of Entrepreneurs in Financing High Technology New Ventures | Joris Heuven, University of Twente; Aard J Groen, U. of Twente, NIKOS

988 : (Paper Session) - (ENT) The Self-Employment Decision 8:30am - 10:10am Hilton Atlanta: Jefferson

Chair: Dorothy Perrin Moore, Citadel School of Business Administration

- ■The Entrepreneurial Motivations of Nonemployer Entrepreneurs | **Bob Barbato**. Rochester Institute of Technology; Richard DeMartino, Rochester Institute of Technology; Paul H. Jacques, Western Carolina U.
- Re-Examining the Relationship between Self-Employment and Job Satisfaction | Liang Zhu, Purdue University, Indiana; Greg S Hundley, Purdue University
- Skirting the Issues: Performance, Perceptions and TMT Demographics | Lyda S. Bigelow, Washington U. in St. Louis; Judi McLean Parks, Washington U. in St. Louis
- Entrepreneurship and Parenthood: The Impact of Partners, Children and Gender on Self-Employment | Ruta Aidis, U. of London; Cecile Wetzels, Amsterdam U.

989 : (Paper Session) - (ENT) The Power of Venture Capitalists

8:30am - 10:10am Hilton Atlanta: Washington Chair: Jay J Janney, U. of Dayton

The Power of Venture Capital: A Strategic Contingency Perspective | Hyunsung Kang, U of Alabama Tuscaloosa

The Value of a Road Show: Impact of Presentation Content versus Attributes on IPO Performance | Sara Lev, INSEAD; Anat Rafaeli, Technion-Israel Institute of Technology; Eli Segev, Tel Aviv U.

₽→ The Impact of Founders' Ownership, Social Capital and Investors on IPO Stockmarket Performance | Igor Filatotchev. King's College London: Garry D Bruton. Texas Christian U.; Salim Chahine, American U. of Beirut

₱Resource Contribution and the Distribution of Equity in Start-Ups | Reddi Kotha, London Business School; Gerard George, London Business School

990 : (Paper Session) - (GDO) The Lonely Workplace?:

Social Isolation and Exclusion

8:30am - 10:10am Hyatt Regency Atlanta: Inman Chair: Beverly J. DeMarr, Ferris State U.

Discussant: Lynn Bowes-Sperry, Western New England College Toward Greater Understanding of the Impact of Disabilities on Workplace Isolation & Career Outcomes | David C.

Baldridge, Oregon State U.; John F. Veiga, U. of Connecticut

- The 'Chilly Climate" for Women Faculty: Does Relational Demography Explain it? | Cheryl L. Maranto, Marquette U.; Andrea Griffin, Marquette U.
- → A World of Contradictions: A Gender Perspective on Newcomers' Perceived Inclusion vs. Positions | **Ulf Elg**, Lund U.; **Karin Jonnergard**, Växjö U.; **Jonas Mansson**, Växjö U.
- The Impact of Gender and Department Climate on Work Outcomes | Ronda Roberts Callister, Utah State U.

991 © : (Paper Session) - (GDO) Issues of Race and Gender in Education and the Workplace

8:30am - 10:10am Hyatt Regency Atlanta: International North - GDO *Presented on panels 1-7*

- Perceived Workplace Discrimination and Racial Differences in Positive Non-Work-To-Work Spillover | Patrick F. McKay, U. of Wisconsin, Milwaukee; Derek R. Avery, Rutgers U., Camden; David C. Wilson, Gallup Organization
- Sacrifices of Success: An Analysis of Racioethnicity in the Workplace | Atira Cherise Charles, Arizona State U.
- Weigh School Guidance Counselors: Facilitators or Preemptors of Social Stratification in Education? | Frank Linnehan, Drexel U.; Christy Harris Weer, Drexel U./Radford U.; Paul Stonely, National Commission for Cooperative Education
- Diversity and Absorptive Capacity in Temporary Work Groups | Willie E. Hopkins, California State U., Chico; Michael A. Gross, Colorado State U.; Shirley A. Hopkins, California State U., Chico
- The Social Process of Creating and Sustaining an Inclusive, Productive Science Culture | C. Greer Jordan, Case Western Reserve U.
- Individual Severity Judgments of Sexual Harassment Incidents | Margaret A. Lucero, Texas A&M U., Corpus Christi; Karen L. Middleton, Texas A&M U., Corpus Christi; Robert E. Allen, U. of Wyoming

992 �→ JS: (GDO, CAR) Women Above the Glass Ceiling: Collusion, Voice and Exit

8:30am - 10:10am Hyatt Regency Atlanta: Cairo

Chair: Susan Mary Vinnicombe, Cranfield U.

Women Above the Glass Ceiling: Collusion, Voice and Exit | Susan Mary Vinnicombe, Cranfield U.; Halla Tómasdóttir, Cranfield U.

Turning a Blind Eye: Executive Women Conforming to the Gendered Organization | Nurete Leor Brenner, Case Western Reserve U.; Lindsey Godwin, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.; Deborah A. O'Neil, Case Western Reserve U.; Sandy Kristin Piderit, Case Western Reserve U.

Women Above the Glass Ceiling: Exit | **Deirdre Anderson**, Cranfield U.; **Val Singh**, Cranfield U.; **Susan Mary Vinnicombe**, Cranfield U. Women Above the Glass Ceiling: Voice Through Women's Corporate Networks | Val Singh, Cranfield U.; Susan Mary Vinnicombe, Cranfield U.; Savita Kumra, Oxford Brookes U.

993 **○ •**: (Paper Session) - (HCM) **Evidence-Based Management in Health Care**

8:30am - 10:10am Hilton Atlanta: Embassy Room Chair: Louise Fitzgerald, De Montfort U.

Discussant: Christy Harris Lemak, U. of Florida

PoLead for Demand and Lag for Supply: The Use of Pay Level to Predict Hospital Financial Performance | Mark Brown, Bradley U.; Jonathon R. Halbesleben, U. of Missouri; Anthony R. Wheeler, Bradley U.

- The Role of Cognitive Information Processing in Health Policy & Evidence Based Health Care | Deirdre McCaughey, U. of Manitoba; Nealia Sue Bruning, U. of Manitoba
- Assessment of a Knowledge Translation Effort: A Case Analysis of KT Forums on Adverse Events | Liane Ginsburg, York U.; Steven Lewis, U. of Calgary; Lisa Kadish Zackheim, York U.; Ann Casebeer, University of Calgary
- Hospital Service Capacity Competition: Evidence on the Medical Arms Race | Hanh Q Trinh, U of Wisconsin -Milwaukee; James W Begun, U. of Minnesota; Roice D Luke, Virginia Commonwealth U.

994 ©: (Paper Session) - (HCM) Diffusion of Innovations in Health Care

8:30am - 10:10am Hilton Atlanta: Gwinnett

Chair: Nir Menachemi, Florida State U.

Discussant: Darrell E. Burke. Florida State U.

Physicians' Attitudes towards eHealth Technologies:
 Development of Constructs | Kathryn H Dansky,
 Pennsylvania State U.; Karl J McCleary, Pennsylvania State U

 Professional Group Influence on the Diffusion of Innovations in Physician Organizations | Larry R. Hearld, U. of Michigan Stretching Out Work Practices in Time and Space. The Case of Telemedicine | Davide Nicolini, Warwick Business School

995 **:** (HR) Validating an FJA-Based Task Bank for Work Redesign in Primary Health Care

8:30am - 10:10am Hyatt Regency Atlanta: Hanover B

Presenters: Richard Best, U.S. Department of Veterans Affairs; Steven F Cronshaw, U. of Guelph; Frank I. Moore, U. of Texas School of Public Health; Melissa Warner, U. of Guelph; Lynda Zugec, Organization and Management Solutions

996 : (Paper Session) - (HR) HR Strategy and Organizational Performance

8:30am - 10:10am Hyatt Regency Atlanta: Hanover F

Chair: Mahesh V Subramony, U. of Wisconsin, Oshkosh Discussant: David P Lepak, Rutgers U.

➡Human Resource Management Practices and Business Performance: A Meta-Analytic Investigation | Mahesh V Subramony, U. of Wisconsin, Oshkosh; Gary A Adams, University of Wisconsin - Oshkosh; Jennica Webster, University of Wisconsin - Oshkosh; Kelly Bentz, University of Wisconsin -Oshkosh

- Understanding the Impact of Key HR Competencies on Employee and Organizational Performance | Sunil Ramlall. U. of St. Thomas
- Strategic Human Resource Practices and Product Innovation. Sjoerd Beugelsdijk, Nijmegen School of Management Unions and the Adoption of High Performance Work Systems: Does Employment Security Play a Role? I Wenchuan Liu, U. of Limerick; James P Guthrie, U. of Kansas; Patrick Christopher Flood, U. of Limerick; Sarah MacCurtain, U. of Limerick
- 997 (Paper Session) (HR) HR: Institutional Issues 8:30am - 10:10am Hyatt Regency Atlanta: International North - HR Presented on panels 8-18
- Interfirm Management of IT Human Resources: A Case Study of the Role of a Staffing Agency | Kay McGlashan Nicols, Texas State U., San Marcos; Rebecca A Ellis, Cal Poly San Luis Obispo
- Performance: Internal and strategic fit | Mattijs Lambooij, Utrecht U.; Ferry Koster, Amsterdam U.; Marieke Zwiers, Groningen U.
- → → HR Configuration for Competitive Advantage: Interactive of HR & Strategy on Firm Performance | Irene Hau-siu Chow, The Chinese U of HK; Jia-Chi Huang, Soochow U; S. S. Liu, South China U of Technology
- Organizational Commitment . | Sunil Maheshwari, Indian Institute of Management Ahmedabad: Amit Pande. Indian Institute of Management, Ahmedabad; Pradyumana W. Khokle, Indian Institute of Management Ahmedabad
- → → High-performance HR practices in Chinese Context: Chinese Employees' Reactions I Xiaovun Wang, U. of Manitoba; Kun Qiao, Dalian U. of Technology
- → Context-bound Modeling of the Role of Corporate HR Functions in MNCs | Elaine Farndale, Tilburg U.; Jaap Paauwe, Tilburg U.
- Retention of Human Resources in Mergers and Acquisitions: Role of Organizational Socialization | Zeynep Yesim Yalabik. UIUC-ILIR
- Control and Return Rights in the Knowledge Economy: Is Sharing Ownershipo with Employees Efficient | Jim Sesil, Rutgers U.
- Redefining Learning's Business Value Contribution in the On Demand Era | Tony Michael ODriscoll, North Carolina State U.; Brenda Sugrue, American Society for Training and Development
- Relational contracts and Strategic HRM: What happens to performance when employees get laid off? | Christina Cregan, U. of Melbourne; Stewart Johnston, U. of Melbourne; Timothy Bartram, La Trobe U.
- Relational contracts and Strategic HRM:What happens to performance when employees get laid off? | Christina Cregan, U. of Melbourne; Stewart Johnston, U. of Melbourne; Timothy Bartram, La Trobe U.

998: (Paper Session) - (HR) HR Administration: Structural Aspects

- 8:30am 10:10am Hyatt Regency Atlanta: Singapore Chair: George Benson, U. of Texas, Arlington Discussant: Marjorie L Icenogle, University of South Alabama
- → Transferring HRM Practices within Multinational Corporations | Ingmar Bjorkman, Swedish School of Economics and Business Administration; Jon Erland Lervik, Norwegian School of Management
- Devolving HR to the Line: Implications for Effective People Management | Elissa L. Perry, Teachers College, Columbia U.
- When Less is More: The Effect of Devolution on HR Reputation | Carol T. Kulik, U. of Melbourne; Elissa L. Perry, Teachers College, Columbia U.
- ₱Developing the Human Resource System Structure: A Levels-based Framework for Strategic HRM Research | Jeffrey B. Arthur, Virginia Polytechnic Institute; Trish Boyles, Virginia Polytechnic Institute

999 > : (Paper Session) - (IM) Global Outsourcing

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Amsterdam Chair: Malte Dous, U. of St. Gallen

Discussant: John T. Warner, General Motors Corp.

Measuring Performance of International Logistics Outsourcing Partnerships: A Dyadic Perspective | Juan Jané, Hewlett Packard; Alejandro Lago, IESE Business School; Africa Arino, **IESE Business School**

- → The Impact of Offshoring: Development and Validation of a Value-Added Model | Constant D. Beugre, Delaware State U.
- Outsourcing and Competence Destruction: A Triad Comparison of the Consumer Electronics Industry | Masaaki Kotabe, Temple U.; Michael J. Mol, London Business School & U. of Reading; Sonia Ketkar, Temple U.
- Despoiling Or Augmenting The MNC? Competitive Impacts Of Intl Outsourcing Of New Product Development | Michael C. Nippa, Freiberg U.; Björn Rosenberger, Freiberg U.

1000 →: (Paper Session) - (IM) MNC Subsidiary Management

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Madrid Chair: Alessandro Pagano, University of Urbino Discussant: Charles H Besseyre, HEC Paris

- ₽→Subsidiary Staffing and Performance: A Fit Perspective I Saba Colakoglu, Rutgers U.; Ibraiz Tarique, Pace U.
- → Challenges to Cross-Border Integration: An Exploratory Study of MNC Subsidiary Management | Andreas Birnik, Cranfield U.; Cliff Bowman, Cranfield U.; Veronique Ambrosini, Cranfield U.
- → Subsidiary Management in Central and Eastern Europe | Barbara Brenner, Vienna U. of Economics and Business Administration; Taco Reus, Florida Atlantic U.
- → Subsidiary-Specific Advantages: Capabilities and Autonomy in Taiwan-Based MNE Subsidiaries | Simon Collinson, Warwick U.; Jung-Li Wang, U. of Warwick

1001 →: (Paper Session) - (IM) Culture, Values and Work Related Behavior

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Stockholm Chair: David L. Turnipseed, Indiana U./Purdue U. Discussant: Clint Relyea, Arkansas State U.

- Po→Culture as a Consequence: A Multilevel Multivariate Meta-Analysis | Vas Taras, U. of Calgary; Piers Steel, U. of Calgary
- → Organizational Antecedents of Employee Perceived Organizational Support in PRC: A Grounded Study | Yan Zhang, Peking U.; Jiing-Lih Farh, Hong Kong U. of Science and Technology; Hui Wang, GSM, Peking U.
- → Interference Among Institutional Influences and Technical-Economic Conditions: Adoption of the AC | Giuseppe Delmestri, Bergamo U.; Peter Walgenbach, Erfurt U.
- Moderating Effect of Formalization on Relationship Between Trust and Encouraging to be Creative | Karen Yuan Wang, U. of Technology, Sydney; Gian Casimir, U. of Newcastle, Australia
- ₱Trust as a Mediator Between Organizational Justice and Work Behaviors in a Cross-Cultural Context | Shay Tzafrir, U. of Haifa; Keren More, Technion Israel Intitute of Technology IM Best Paper from an Under-represented Country Finalist

1002 →: (Paper Session) - (IM) The Role of Business Groups in Internationalization

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Trinidad Chair: Jean-Michel Quentier, ESC-Pau Business School Discussant: Burkhard N. Schrage, Singapore Management U.

- → Relationship Between Export and Domestic Sales: Effect of Group Affiliation on Emerging Market Firms | Deeksha A Singh, National U. of Singapore
- Strategies of Business Group-Affiliated and Unaffiliated Firms in Emerging Economies | **Anna Lamin**, U. of Minnesota
- The Role of Business Groups in Emerging Markets: Evidence from the Leverage Decision of Indian Firms | Ronny Manos, College of Management, Israel
- → Int. Diversification, Firm Performance and Business Group Affiliation: Empirical Evidence from India | Ajai Gaur, National U. of Singapore; Vikas Kumar, Bocconi U.

1003 → ③: (Paper Session) - (IM) Emerging Market Firms: International Expansion and Local Protection Strategies 8:30am - 10:10am Atlanta Marriott Marquis: Marquis Salon IV - IM 1 Presented on Panels 18-23

- ➡ Priorities of Chinese Textile Firms in Strategic Alliances for New Markets: Brand or Expansion | Zhirong Duan, Tsinghua U.; Chen Zhou, Tsinghua U.; M. B. Neace, Mercer U.
- Environmental Perception and Strategic Choices For Taiwanese Firms Operating in Mainland China | Weihwa Pan, National Yunlin University of Science and Technology
- Human Capital Intensity in Technology-Based Firms in Portugal: Do Foreign Multinationals Matter? | Ana Teresa Tavares, U. de Porto
- → Internationalization of Firms from Emerging Economies: Exploring Inward-Outward Linkages | Raveendra Chittoor, Indian Institute of Management Calcutta; Sougata Ray, Indian Institute of Management Calcutta
- ♦ How Local Players Respond To the Threat of Foreign Competition: The Case of the Norwegian Book

Clubs | **John F. McCarthy**, U. of New Hampshire; **Tatiana S. Manolova**, Bentley College

1004 → ● ③: (Paper Session) - (IM) Institutions and Change - Change and Institutions

8:30am - 10:10am Atlanta Marriott Marquis: Marquis Salon IV - IM 2 *Presented on Panels 1-6*

- → Institutional Change & Strategic Response: Exploring Intellectual Property Reform in Latin America | Theodore Andrew Khoury, U. of Texas at Dallas; Mike Peng, U. of Texas at Dallas
- → Investor Capitalism Goes East: What Happens When Two Forms of Capitalism Meet | Peter J. Snyder, U. of Wisconsin, Milwaukee; Edward Levitas, U. of Wisconsin, Milwaukee
- → From Relational Transactions to Arm's-Length
 Transactions During Institutional Transitions | Qi Zhou, Ohio
 State U.; Mike Peng, U. of Texas at Dallas; Jiewei Yu, Ohio
 State U.

1005 □ ♥→ ■JS: (IM, BPS, MED) Disconcerting Resistance to the Absorption and Transfer of Management Knowledge Across Cultures

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Copenhagen Organizer: **Gerhard Fink**, WU-Wien

Chair: Slawomir Magala, Erasmus U. Rotterdam
Discussant: Jan Ulijn, Faculty of Technology Management
Reverse Knowledge Flow and Learning in Vietnam: When it
Happens and What We Can Learn | Nancy K Napier, Boise
State U.

- The Transfer of Management Knowledge to the Post-Soviet States: The Role of Educators | **Andrei Kuznetsov**, Manchester U.
- Survival by Subversion in Former Socialist Economies: Tacit Knowledge Exchange at the Workplace | Maren Lehmann, Not Specified
- Enhancing Absorptive Capacity and Knowledge Transfer Through Host Country Workforce Training: Lesson | Charles M Vance, Loyola Marymount U.

Knowledge Transfer, Resistance to Absorption, and Cultural Stretch | Nigel J. Holden, Nottingham Trent U.

Participants: Yongsun Paik, Loyola Marymount U.; Vlad Vaiman, FH Joanneum; Hanna Yakavenka, Manchester U.

1006 ♥→SHCS: (IM, MED) Leadership Across Cultures: The Combined Culture-General / Culture-Specific Approach Taken by GLOBE

8:30am - 10:10am Atlanta Marriott Marquis: Marquis - Salon I

Chairs: Felix Brodbeck, Aston U.; Jagdeep S Chhokar, Indian Institute of Management, Ahmedabad; Robert J House, U. of Pennsylvania

Discussant: Andrew M Pettigrew, U. of Bath

- 'Species' of Participative Leadership in Six Different Cultural Regions | Felix Brodbeck, Aston U.
- Cultural Predictors of Leadership in Russia's Post-Communist Economy | **Mkhail V. Grachev**, Western Illinois U.; **Mariya A. Bobina**, U. of Illinois, Chicago
- Chinese Culture and Leadership | Ping Ping Fu, The Chinese U. of Hong Kong
- Leadership and Societal Culture in Mexico A Portrait of Change | Jon P Howell, New Mexico State U; Jose DelaCerda, ITESO U.; Sandra M Martinez, Widener U.; Leonel Prieto, Texas A&M International U.; Arnoldo Bautista, Purdue U., West Lafayette; Juan A. Ortiz-Valdes, ITESO UNIVERSITY; Peter W Dorfman, New Mexico State U
- Forbearance in the Face of Culturally Inappropriate Leadership Behaviors | **Jeffrey Kennedy**, Nanyang Technological U.

1007 ♥→ ■SHCS: (IM, OB, HR) Effective Functioning of Multicultural Teams: Context, Cultural Diversity and Personal Dynamics

8:30am - 10:10am Hilton Atlanta: Grand Salon C

Organizer: Aparna Joshi, U. of Illinois, Urbana-Champaign

Chair: Mila B. Lazarova, Simon Fraser U. Facilitator: Julia Gluesing, Wayne State U.

- Designing Effective Multicultural Teams: Implications from a Coupling Perspective | **Anne Rohn**, Christian-Albrechts-University of Kiel
- Culture and Dispersion in Global Virtual Teams: Do They Influence Identification and Performance? | Aparna Joshi, U. of Illinois, Urbana-Champaign; Mila B. Lazarova, Simon Fraser U.
- When and How Does Culture Matter Lessons Learnt from Global Teams in the Public Sector | **Anne-Katrin Neyer**, London Business School
- Effect of Individual Cultural Profiles on Team Processes and Performance: Opening the Black Box | **David C. Thomas**, Simon Fraser U.
- The Context of Global Team Development: The Critical Roles of Cultural Humility and Language | Jane E. Salk, U. of Texas at Dallas

1008: (Paper Session) - (IP) Decline: Context, Causes and Consequences

8:30am - 10:10am Hyatt Regency Atlanta: Regency V - Table A1

Facilitator: Sunil Maheshwari, Indian Institute of Management

Ahmedabad

- **©BPS**: Not All Fail: Industry Decline | William Burpitt, Elon U.
- ODC: Human Capital, Social Capital and Organizational Decline: A Longitudinal Study | Carol Yeh-yun Lin, National Chengchi U., Taiwan; Yu-Chen Wei, National Chengchi U., Taiwan
- **ODC**: Linking Effective Change Management to a Set of Antecedent and Consequence Factors | **Constantine**

- **Kontoghiorghes**, Cyprus International Institute of Management; **Carol Hansen**, Georgia State U.
- ☐ ■ BPS: Snatching Failure from the Jaws of Success | Jae Wook Yoo, Konkuk U.
- BPS: Networking and Organizational Performance: Decline and Turnaround of a Firm in India. | Sunil Maheshwari, Indian Institute of Management Ahmedabad

1009: (Paper Session) - (IP) The Impact of Culture and Attitudes on Organization

8:30am - 10:10am Hyatt Regency Atlanta: Regency V - Table A2 *Facilitator:* **Rabi S. Bhagat**, U. of Memphis

- **©IM:** Cross Cultural Management of Modern Port: A Human Resource Management Perspective | **Lihua Zhang**, Renmin U. of China; **Jianmin Sun**, Renmin U. of China
- → MC: Improving Six Sigma as an Internal Consulting
 Methodology: The Impact of National Culture | Michael
 Pisani, Central Michigan U.; Randall Hayes, Central Michigan
 U.; Anil Kumar, Central Michigan U.; Lawrence Roland
 Lepisto, Central Michigan U.
- → ■ONE: Different Shades of Green: Environmental
 Attitudes and Purchasing Behavior by Mexican Consumers
 | Carlos Basurto, Tecnologico de Monterrey, San Luis Potosi;
 Bryan W Husted, Tecnológico de Monterrey/Instituto de
 Empresa; Michael V. Russo, U. of Oregon
- OCIS: Do Customer Orientation and Brand Equity Mediate Relations Between Internet and Performance? | Ordanini Andrea, Bocconi U.; Gaia Rubera, Bocconi U.
- MH: Parallel Meltdowns: 1905 and 2002 | Paul L Govekar, Ohio Northern U.

1010: (Paper Session) - (IP) **Social Capital in Organizations**: **Impact on Learning and Innovation**

8:30am - 10:10am Hyatt Regency Atlanta: Regency V - Table A3

Facilitator: Ronel Erwee, U. of Southern Queensland

- **TIM**: Building Bridges: The Formation of University-Biotech Firm Alliances Through Alumni Attachment | **Joanne L Scillitoe**, Michigan Technological U.
- → ■IM: Organizational Learning in Multinational Corporations: A Social Network Perspective | Muthu Subbiah, U. of Texas at Dallas
- **TIM**: The Evolutionary Process of Knowledge Exchange in Regional Clusters | **Anupama Phene**, U. of Utah; **Stephen B Tallman**, U. of Richmond
- IM: A Dirigiste Form of Social Capital: Elite Networks and Innovation in France and Korea | Taeyoung Yoo, Birkbeck College, U. of London
- BPS: Social Capital of Middle Managers: How, Why and When does it Change? | Weilei (Stone) Shi, U. of Pittsburgh

1011: (Paper Session) - (IP) **Assuring Post-Merger Success** in Pre-Merger Planning

8:30am - 10:10am Hyatt Regency Atlanta: Regency V - Table A4

Facilitator: Randi Lunnan, Norwegian School of Management

OMT: Social Identity and Value Creation in Post-Acquisition Integration | Randi Lunnan, Norwegian School of Management; Helene Loe Colman, Norwegian School of Management

- + IM: Managing Cross-Border Acquisitions in the United States: Lessons from FirstGroup | Catriona Duncan, Marks & Spencer; Monia Mtar, Edinburgh U.
- **ODC**: Culture in Change: A Case Study of a Merger Using Cognitive Mapping | David Philip Spicer, University of
- **ODC:** The Human Dimension Of M&A's:The Role Of Al & Generative Dialogue In Transforming An Organization | Vincent Sperduto, Benedictine U.
- → MOC: Discourse in Mergers and Acquisitions: Toward a Theory on the Management of the Promise-Reality Gap I Jacqueline Fendt, Leiden U.

1012: (Paper Session) - (IP) Contingency Theory: Applications and Future Directions

8:30am - 10:10am Hyatt Regency Atlanta: Regency VI - Table B1

Facilitator: David J Prottas, Adelphi U.

- **BPS:** Testing for Equifinality: A Conceptual Integration Srinivas Gunta, Indian Institute of Management Bangalore
- □ → OB: Towards a Conceptual and Explanatory Model of Fit | Jon Billsberry, Open U.; Nathalie van Meurs, Open U.; David A. Coldwell, U. of KwaZulu-Natal; Philip Marsh, Open U.
- **TIM:** Information Technology & Organizational Alignment: Exploring the Impact of IT on Firm Performance | Allan N Afuah, U. of Michigan; Peter Brews, U. of North Carolina, Chapel Hill; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
- → IM: Exploring Structural Complementarity in International Vendor-Customer Relationships | Patrick Verghote, Leuven
- **CAR:** Extending Person-Environment Fit to Alternative Work Arrangements | David J Prottas, Adelphi U.

1013: (Paper Session) - (IP) A Resource Based Definition of the Firm?

8:30am - 10:10am Hyatt Regency Atlanta: Regency VI - Table B2 Facilitator: Marc Gruber, Ecole Polytechnique Fédérale de Lausanne

- BPS: Is Sustained Superior Economic Performance the same as Competitive Advantage? The Case of Southwest. Roberto García-Castro, IESE, U. of Navarra
- **⊕** → **BPS**: Uniqueness and Complementarity of Resources: A Model and Some Testable Implications | Jose David Vicente-Lorente. Salamanca U.
- **©BPS**: A Resource-Based View of Firm Boundaries | Amit Jain, INSEAD Strategy & Management Department; Raymond-Alain Thietart, Paris-Dauphine U.-Essec
- OCIS: IS Sourcing: Integrating the Transaction Cost Approach and Agency Theory to Explain Sourcing Options | Mamta Bhatt, Boston College
- BPS: The Influence of Demand Based Factors on Firm Boundaries | Amit Jain, INSEAD Strategy & Management Department

1014: (Paper Session) - (IP) Critical Issues in Workplace Accomodation

8:30am - 10:10am Hyatt Regency Atlanta: Regency VI - Table B3 Facilitator: Bruce Barry, Vanderbilt U.

- BR: Australian Unfair Dismissal Arbitration: Smoke and Mirrors | John Chelliah, U of Technology, Sydney; Brian D'Netto, U. of South Australia
- Answers | Alan N. Miller, University of Nevada, Las Vegas
- **©HR:** The Effect of Knowledge Accumulation on Support for Workplace Accommodation | Gerard H Seijts, U of Western Ontario; Jeremy Yip, U of Western Ontario
- ■SIM: Free Speech Theory and Free Expression at Work | Bruce Barry, Vanderbilt U.
- **QODC**: People and Words as Things? A Development Project in a Norwegian Retail Chain | Benedicte Brogger, Work Research Institute; Siw Marita Fosstenlokken, Work Research Institute Arbeidsforskningsinstituttet AFI; Yngve Johannessen, BI Norwegian School of Management

1015: (Paper Session) - (IP) Innovation Capability and Technology Adaptation

8:30am - 10:10am Hyatt Regency Atlanta: Regency VI - Table B4 Facilitator: Marcela Miozzo, U. of Manchester

- ■TIM: Capabilities of Computer Services Firms | Marcela Miozzo, U. of Manchester; Damian Grimshaw, U. of Manchester
- **TIM**: Deriving a Taxonomy of IT Transition Costs | **Delmonize** Smith, U. of Alabama, Tuscaloosa; Zhi Tang, U. of Alabama, Tuscaloosa; Joanne Hale, U. of Alabama, Tuscaloosa
- → BPS: Complementary Assets, Openness and Technological Adaptation: Chinese High-Tech Firms 2000-2003 | Xiaohui Lu, U of Pennsylvania; Marshall W Meyer, U of Pennsylvania; Weiying Zhang, guanghua school of management
- **OMT**: Explaining Organizational Innovativeness: An Integrated Structural Perspective | Eric Quintane, U. of Melbourne
- **OMT:** The Recursive Dualism of Technology: A Processual Perspective to Technology Adaptation | Deniz Tuncalp. Sabanci U.; Ahmet Oncu, Sabanci U.; Meltem Denizel, Sabanci

1016: (Paper Session) - (IP) Theoretical Issues in Construct Measurement

8:30am - 10:10am Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: Philip L. Roth, Clemson U.

- MED: A Practical Examination of Measuring Outcomes of Service-Learning Programs | Robert S Golden, U. of Hartford; David Desplaces, U. of Hartford; Susan Coleman, U. of Hartford
- ънк: Personnel Testing À La Mode: Conceptual Framework for the Medium's Role in the Assessment Process | Denise Potosky, Pennsylvania State University
- HR: The Case for Unit-Weights in Content Valid Selection Systems | Maury Allen Buster, Alabama State Personnel Department; Phil Bobko, Gettysburg College; Philip L. Roth, Clemson U.
- **OB:** Conceptualization and Measurement of Temporal Focus: The Subjective Experience of Time | Abbie J. Shipp, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina; Lisa Schurer Lambert, Georgia State U.
- **QOB**: Worker Adaptive Skill Resources the Expression of Things-Data-People Functional Skill. | Perng Yih Ong, Civil

Service College; **Steven F Cronshaw**, U. of Guelph; **Dara B. Chappell**, Centre for Industrial Relations and Human Resources

1017: (Paper Session) - (IP) **Startups**, **Spinoffs & Corporate Entrepreneurship**

8:30am - 10:10am Hyatt Regency Atlanta: Regency VII - Table C2 Facilitator: **Gregory G Dess**, U. of Texas, Dallas

- ENT: Re-Thinking Corporate Entrepreneurship and Venturing: a Case Study in the Italian Food Industry | Salvatore Sciascia, LIUC, Cattaneo U.; Riccardo De Vita, LIUC, Cattaneo U.; Fernando G. Alberti, Jonkoping U.; Alberto Poli, U. of Milano, Bicocca
- → ENT: Spin-Offs to Stock Markets as an Alternative Form of Entrepreneurship:An Institutional Approach | Annaleena Parhankangas, Helsinki U. of Technology; Åsa Lindholm Dahlstrand, Halmstad U.
- ■ENT: The Relationship Between Public Innovation & Commercial Entrepreneurship in Novel Technology Markets | Jon T Eckhardt, U. of Wisconsin, Madison
- ■ENT: Building Legitimacy for Novel Technologies: The Case of Human Embryonic Stem Cells | Sanjay Jain, U. of Wisconsin, Madison; Gerard George, London Business School; Mark Maltarich, U. of Wisconsin, Madison
- ENT: A Theory of Spin-Out Emergence and Effects Using a Dynamic Capability Perspective | Sandip Basu, U. of Washington, Seattle; Arvin Sahaym, U. of Washington, Seattle

1018: (Paper Session) - (IP) Advancing Theory Development in the Resource Based View of the Firm

8:30am - 10:10am Hyatt Regency Atlanta: Regency VII - Table C3 Facilitator: **Reynaldo Valle Thiele**, Free U., Berlin

- BPS: A Good Tautology is Hard to Find Ensuring the Empirical Content of the Resource-Based View | Holger Luedeke, Touro Berlin; Reynaldo Valle Thiele, Free U., Berlin; Annette Biedermann, Free U., Berlin
- BPS: Linkages among the Attributes Associated with the Resource Based View | C Helen Takacs, Cleveland State University; Alok K Chakrabarti, New Jersey Institute of Technology
- **BPS:** Looking Inside the Dream Team: Reconciling Divergent Perspectives of Resources | **Michael J. Mannor**, Michigan State U.; **Jamal Shamsie**, Michigan State U.
- **BPS:** Testing the Resource-Based View: Simulation Results for Violating VRIO | **Richard J Arend**, U. of Nevada, Las Vegas; **Moren Levesque**, Case Western Reserve U.
- ■BPS: Firm Resources and Competitive Significance: Accepting the Null Hypothesis in RBV Research | Craig E. Armstrong, U. of Texas, San Antonio; Katsuhiko Shimizu, U. of Texas, San Antonio

1019: (Paper Session) - (IP) Causes and Consequences of Market Entry Choices

8:30am - 10:10am Hyatt Regency Atlanta: Regency VII - Table C4

Facilitator: Terence Ping Ching Fan, Singapore Management U.

■ **CALC** Strategic Entrepreneurship in the Healthcare Industry: The Case of Wal-Mart | **Myron D Fottler**, U. of Central Florida; **Donna Malvey**, U. of Central Florida

- IM: Ethnicity and Location Choice: Entry Strategies of Asian Banks in the United States | Hong Zhu, Texas A&M U.; Lorraine Eden, Texas A&M U.
- **BPS**: Late but Aggressive: Strategic Expansion of Late Entrants | **Chun-Chung Chen**, Yuan Ze U.; **Hsien-Jui Chung**, National Chung Cheng U.
- **BPS:** Beyond Resource Imitability: The Drivers of Resource Imitation | **Flore Bridoux**, U. Catholique de Louvain
- TIM: Disruptive Innovation and the Entry Process of Incumbent Firms: Evidence from RFID technologies | Marco Sonnino, Bologna U.

1020 ©: (Paper Session) - (MC) Managing the Client-Consultant Relationship

8:30am - 10:10am Hyatt Regency Atlanta: Montreal *Chair:* **Sandra L. Gill**, Benedictine U.

Discussants: Stuart Daniel Sidle, University of New Haven; Jean-Francois Manzoni, IMD, Lausanne

- ➡ Between Exploitation and Control Clients' Conceptions of the Consultant-Client Relationship | Frida Pemer, Stockholm School of Economics; Andreas Werr, Stockholm School of Economics
- ₱On the Construction of Problems and Solutions in the Client-Consultant Relationship | **Stefan Heusinkveld**, Radboud U. Nijmegen; **Klaasjan Visscher**, U. of Twente
- Exploring Consultants as Members of a Community: An Empirical Research | Maria Elisa Peirano-Vejo, Massey U.; Ralph Stablein, Massey U.

1021: (Paper Session) - (MED) Creating Knowledge That Impacts Practice: How Leaders Learn

8:30am - 10:10am Hyatt Regency Atlanta: Spring

Chair: Madeline M. Crocitto, SUNY College at Old Westbury

CEO Learning: More To It Than One Might Expect | Ellen F.

- Goldman, George Washington U.; Terrence F. Cahill, Seton Hall U.
- Strategic Thinking at the Top: What Matters in Developing Expertise | Ellen F. Goldman, George Washington
- Managerial Learning from On-the-job Experiences: An Integrative Framework to Guide Future Research. | Karen Wouters, Ghent U.; Dirk Buyens, Ghent U.
- Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)

1022 ☐ SHCS: (MED, CMS) Making CMS Relevant to Practice: Teaching from a Critical Perspective

8:30am - 10:10am Hilton Atlanta: Grand Salon A

Three Moves for Engaging Students in Critical Management Studies | Craig Prichard, Massey U.

- Growing Students into Critical Beings: Connecting Critical Pedagogy to Critical Action | Gordon E Dehler, College of Charleston
- Postcoloniality and Management: A Question of Strategy | Stefano Harney, U of Leicester
- Making Critical Management Studies Relevant to Leadership | Ann L Cunliffe, U. of New Mexico

Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)

1023 ©→JS: (MED, IM) Emergent Paradigms of Business and Management in the Middle East

8:30am - 10:10am Hyatt Regency Atlanta: Techwood

Chairs: David Thomas Weir. Ceram Sophia Antipolis: Kate

Hutchings, Queensland U of Technology

Participants: Beverly Dawn Metcalfe, Hull U.; Abbas J Ali, Indiana U.: Mehmet Demirbag. Sheffield U.

1024: (Paper Session) - (MH) Research, Development, **Resources and Management**

8:30am - 10:10am Hilton Atlanta: Roosevelt

Chair: Timothy Guy Staley, Keller Graduate School of Management

Discussant: John Humphreys, Texas A&M U.

- ●Integrating Internal and External R&D: What can we Learn from the History of Industrial R&D? I Jason Michael Pattit. Syracuse U.; S.P. Raj, Cornell U.; David Wilemon, Syracuse U.
- "Resources" in Organizational Theory Building | Brian Connelly, Texas A&M U.
- → Image and identity in British management: the Slow Transition to Professional Management I John Francis Wilson, U Central Lnacs

1025 : (Paper Session) - (MOC) Relating in the Workplace I: Personal Attachments & Their Impact

8:30am - 10:10am Atlanta Marriott Marguis: Imperial - Summit Facilitator: Jacoba Lilius, U. of Michigan, Ann Arbor

Toward a Theory of Reputation in Organizations | Robert Zinko, Florida State University; Gerald R Ferris, Florida State U.: Fred R. Blass. Air Force Academy: Mary Dana Laird. Florida State U.

Multiplexity at work: Energy Giving or Energy Depleting? | Aleksandra Joanna Kacperczyk, U of Michigan Ann Arbor Friendship Formation at the Workplace: A Developmental Perspective and a Proposed Model | Hilla Dotan, U. of California, Los Angeles

- The Development of Supervisor Attachment Working Models and the Role They Play During Socialization | Gary A. Ballinger, U. of Virginia; Kevin W. Rockmann, George Mason
- ■Excuse Me, Do I Know You? An Examination of How Individuals Assess Familiarity with Others | Tracey Rockett Hanft, University of Texas at Dallas

1026 SHCS: (MOC, OB, CAR) Connecting Who We Are with What We Do: The Enabling Functions of Professional Identity

8:30am - 10:10am Hilton Atlanta: Grand Salon D

Organizers: Laura Morgan Roberts, Harvard U.; Brianna Barker Caza, U. of Michigan, Ann Arbor

Envisioning Capacity: How Professional Identity Shapes Positive Self-construal | Emily Dunham Heaphy, U. of Michigan, Ann Arbor; Laura Morgan Roberts, Harvard U.; Brianna Barker Caza, U. of Michigan, Ann Arbor; Jane E Dutton, U. of Michigan, Ann Arbor; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

Necessary Evils and the Demands of Professionalism | Joshua D Margolis, Harvard U., Andrew Molinsky, Brandeis U.

How Professional Identity, Work Orientation, and Organizational Practices Create (constrain) Meaning I Teresa Cardador, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign

Professional Identity: Cultivating Resilience at Work | Brianna Barker Caza, U. of Michigan, Ann Arbor

Enabling Professional Competence through Identity Confirmation | Laurie Milton, U. of Calgary/U. of Western Ontario

1027 SHCS: (MOC, OB, OMT) Team Creativity: Looking at Interpersonal Relationships Within and Outside of Work Groups

8:30am - 10:10am Atlanta Marriott Marquis: Imperial - Consulate

Chair: Jill Perry-Smith, Emory U.

The Personality Composition of Teams and Creativity: The Moderating Role of Team Creative Confidence | Markus Baer, U. of Illinois, Urbana-Champaign; Greg R. Oldham, U. of Illinois, Urbana-Champaign; Gwendolyn Costa Jacobsohn, U of Illinois, Urbana-Chamaign; Andrea Hollingshead, U. of Southern California

Strong Norms as a Stimulant to Group Creativity: Intensifying the Benefits of Individualistic Group | Jack Anthony Goncalo, Cornell U., Michelle Duguid, Cornell U.

Team Creativity: The Role of Team Member's Informal Interactions | Jill Perry-Smith, Emory U.; Christina Shalley, Georgia Institute of Technology

How High Quality Relationships Influence the Implementation of Creative Ideas in Organizations | Jennifer Mueller, U of Pennsylvania

1028 : (Paper Session) - (MSR) Measurement: Ways and Means

8:30am - 10:10am Hilton Atlanta: Paulding

Chair: Laura L Matherly, Tarleton State U. Central Texas Measuring the Intangible: The Development of the Spirit at Work Scale | Val Kinjerski, U Alberta; Berna Skrypnek, U

- Servant Leadership in Organizations:Scale Development and Validation | J Lee Whittington, U. of Dallas; Blake A Frank, U. of Dallas; Ruth C May, U. of Dallas; Brian Murray, U. of Dallas; Vicki L Goodwin, U. of North Texas
- ■Towards an Integral Practice of Ethics in Organization: A Research Proposal | Thierry Pauchant, HEC Montreal; Caroline Coulombe, HEC Montreal; Christiane Gosselin, HEC Montreal

1029 : (OB) Leader Characteristics across Contexts: Implications for Leadership Outcomes

8:30am - 10:10am Hyatt Regency Atlanta: Hanover E

Chairs: Yair Berson, U. of Haifa; Shaul Oreg, U. of Haifa

Discussant: Bruce Avolio, U. of Nebraska

Moderators of the Relationship between Personality and Transformational and Transactional Leader Beh | **Deanne** N. DenHartog, University of Amsterdam; Annebel H.B. De Hoogh, Free U., Amsterdam

- Predicting Leader Emergence with Personality and Context: The Big-Five Across Levels of Stressful and Ambiguous Contexts | Shaul Oreg, U. of Haifa; Yair Berson, U. of Haifa
- Courage: The Nature of the Concept and Its Implications for Leaders in Organizations | Pauline Schilpzand, U. of Florida; Terence R Mitchell, U. of Washington
- The Multilevel Effects of Leader Charisma on Follower Satisfaction | Kent C Halverson, Air Force Institute of Technology; Amir Erez, U. of Florida
- The Influence of Managerial Assumptions and Practices on Employee Contextual Performance: Does Workplace Climate Matter? | Mahmut Bavazit, Koc U.: Zevnep Avcan. Koc U.; Tuna Oztekin, Koc U.; Asli Goncu, Koc U.; Eda Aksoy, Koc U.

1030: (Paper Session) - (OB) Justice as a Predictor of **Organizational Citizenship Behaviors**

8:30am - 10:10am Hyatt Regency Atlanta: Lenox Chair: Laurie J Barclay, Wilfrid Laurier U.

Discussant: Yochi Cohen-Charash, City U. of New York, Baruch

- Is This Really My Job? Work Roles and the Relationship between Fairness and Citizenship Behaviors | Dan S. Chiaburu, Pennsylvania State U.
- №Meta-Analytic Tests of Justice & OCB: Agent-System, Agent-Dominance, & Shared-Variance Models I David A. Jones, U. of Vermont; Neil Fassina, U. of Manitoba; Krista Uggerslev, U. of Manitoba
- Organizational Justice and Organizational Citizenship Behavior: A Mediated Multi-Foci Model | Joy Humphries Karriker, East Carolina U.
- → HRM Practices and Performance: Testing the Mediating Role of Justice and Exchange Relationships | Pei-Chuan Wu, National U. of Singapore; Yew Kwan Tong, National U of Singapore

1031: (Paper Session) - (OB) Big 5 Personality Effects

8:30am - 10:10am Hyatt Regency Atlanta: Roswell Chair: Wilfred J Zerbe, U. of Calgary

Discussant: Diane Bergeron, Teachers College, Columbia U.

- Role of Self-Management and Situational Constraints in the Personality-Performance Relationship | Megan Margaret Gerhardt, Miami U.; Suzanne J. Peterson, Arizona State U.; Joseph Charles Rode, Miami U., Ohio
- The Joint Effects of Personality and Job Scope on Organizational Behavior | Usman Raja, University of Management & Technology; Gary Johns, Concordia University
- Compensatory Role of POS and LMX | I. M. Jawahar, Illinois State U.: Dean Carr. Illinois State U.
- Supervisor and Self Ratings of the Big Five Personality Traits: Relationships to Job Satisfaction | Klaus J. Templer, Nanyang Technological U.

1032: (Paper Session) - (OB) Predicting and Managing **Work-Family Conflict**

8:30am - 10:10am Hyatt Regency Atlanta: University Chair: Brenda Geren, W Texas A & M

Discussant: Isabel Metz, U. of Melbourne

- New to Balance Work-Family Conflict: Towards A Context-Specific Coping Strategy Taxonomy | Anit Somech, u of Haifa; Anat Drach-Zahavy, University of Haifa
- ₱Organizational Work-Home Culture and Employee Well-Being: Direct or Indirect Links? | T. Alexandra Beauregard. London School of Economics
- ■The Influence of Core Self-evaluations on Work-family Conflict and Facilitation and Attitudes | Scott Boyar, U. of South Alabama; Don C. Mosley, U. of South Alabama
- → Cross-National Differences in Relationships of Work Demands with Work-Family Conflict | Paul E. Spector, U. of South Florida; Steven A.Y. Poelmans, IESE, U. of Navarra; Cary L. Cooper, Lancaster U.; Laurent M. Lapierre, U. of Ottawa: Juan I. Sanchez. Florida International U.: Nureva Abarca, Pontificia U Catholica de Chile; Matilda Alexandrova, U of National and World Economy - Sofia; Paula Brough, Griffith U; Guillermo Fraile, Austral U; Chang-qin Lu, Peking U.; Luo Lu, National Central U.; Ivonne Moreno-Velázquez, U of Puerto Rico; Milan Pagon, U of Maribor; Horia Pitariu, Babes-Bolyai U; Volodymyr Salamatov, National Academy of Public Administration; Satoru Shima, Tokyo Keizai U; Alejandra Suarez Simoni, Private U of Santa Cruz of the Sierra; Oi Ling Siu, Lingnan U.; Maria Widerszal-Bazyl, Central Institute for Labour Protection; Tammy D Allen, U. of South Florida

1033 : (Paper Session) - (OB) Member-Team Relationships 8:30am - 10:10am Hyatt Regency Atlanta: Vinings

Chair: Christina Scott-Young, U. of Melbourne Discussant: Kay Bunch, Georgia State U.

- Team-Member Exchange Development: A Longitudinal Field Investigation | John M Maslyn, Belmont U.; David Henderson, U. of Illinois, Chicago
- A Multi-level Investigation of the Motivators and Consequences to Team Member Boundary Spanning I Jennifer Ann Marrone, Seattle U.
- The Impact of Aggressive Individuals On Team Training | Mark Connor Bowler, U. of Tennessee, Knoxville: David J Woehr, U. of Tennessee, Knoxville; Joan Rentsch, U. of Tennessee, Knoxville
- Effects of LMX on Team-Member Exchange and Performance: The Role of Identification and Affect | Herman H. M Tse, U. of Queensland; Marie T Dasborough, Oklahoma State U.

1034 QJS: (OB, CAR, MOC) **Pushing the Boundaries of** Socialization Theory: Exploring Complex Views of **Newcomer Adjustment**

8:30am - 10:10am Hyatt Regency Atlanta: Hanover D

Chairs: David M. Sluss, University of South Carolina; Linda M. Dunn-Jensen. New York U.

Socializing the Cat: An Empirical Examination of the Role of Curiosity in Newcomer Learning | Spencer Harrison, Arizona State U.; David M. Sluss, University of South Carolina

Are They Out to Get Me? Why Newcomers Experience Organizational Paranoid Cognition | Tina R Opie, New York U.

- When the Newcomer is an Old-Timer: Does Prior Work Experience Influence the Socialization Process? | Linda M. Dunn-Jensen, New York U.
- Obligations of Social Influence: The Impact of Psychological Contracts on Networks among Newcomers | John B. Bingham, Brigham Young U.; Jeffery A. Thompson, Brigham Young U.; J Stuart Bunderson, Washington U.

1035 © JS: (OB, MED) Building and Evaluating the Development of Leaders: A Look across Contexts and **Methodologies**

8:30am - 10:10am Hyatt Regency Atlanta: Manila

Chairs: Wendy OConnell, Claremont Graduate U.; Rebecca J Reichard, Claremont McKenna College

- A Meta-Analytic Review of Leadership Impact Research: Experimental and Quasi-Experimental Studies | Rebecca J Reichard, Claremont McKenna College; Larry W. Hughes, Fort Lewis College; Sean Hannah, U.S. Military Academy, West Point; Fred Ochieng Walumbwa, Arizona State U.
- Challenges and Approaches to Evaluating a Leadership Intervention for Army Officers | Michelle Zbylut, U. S. Army Research Institute; Jeffrey Mark, Kansas State U.; Christopher Vowels, Kansas State U.
- The Integration of Leadership Development and Succession Planning Systems | Jay Alden Conger, Claremont McKenna College; Robert M Fulmer, Pepperdine U.
- Process of Leader Development Through the Examination of Trigger Moments | Jaime L. Patera, University of Nebraska-Lincoln; Bradley J. West, U. of Nebraska
- Undergraduate Leadership Experience and Propensity to Engage in Leadership Activities | Wendy OConnell, Claremont Graduate U.; Katherine Hall, Claremont McKenna College; Ronald E. Riggio, Claremont McKenna College; Alan Echtenkamp, Sibson Consulting

1036 SHCS: (OB, MOC, OMT) Through A Prism Darkly? **Network Cognition In Organizations**

8:30am - 10:10am Hilton Atlanta: Grand Salon B Chair: Ronald S. Burt, U. of Chicago

- A Dynamic Stability Approach to Organizational Network Cognition | Martin J Kilduff, Pennsylvania State U.; Wenpin Tsai, Pennsylvania State U.; Ralph Hanke, Bowling Green State
- Social Correlates of Cognitive Structures: Performance Schema Networks within Social Networks I Anuradha Ramesh, U. of Maryland, College Park; Daniel A. Newman, Texas A&M U., College Station
- Antecedents to Team Transactive Memory | Prasad Balkundi, State U. of New York, Buffalo; Frankie Jason Weinberg, SUNY at Buffalo

1037 JS: (OB, OMT) The Role of Feedback In Learning 8:30am - 10:10am Hyatt Regency Atlanta: Piedmont

On the Effects of Immediate and Delayed Feedback | Ido Erev, Technion Israel Intitute of Technology; Adi Luria, Technion Israel Intitute of Technology; Anan Erev, Technion Israel Intitute of Technology

Learning and Feedback in Dynamic Decision Making | Cleotilde Gonzalez, Carnegie Mellon U.

- Reflective Learning and Transfer of Learning in Games Played Repeatedly Without Feedback | Roberto Weber, Carnegie Mellon U.
- Learning and Performance in Complex Environments I Michael Shayne Gary, Australian Graduate School of Management
- Impact of Delays on Learning Complexity | Hazhir Rahmandad, Massachusetts Institute of Technology
- Learning in the Absence of Feedback: an Experiment I Christina Fang, New York U.

1038: (Paper Session) - (OCIS) Distributed Cognition 8:30am - 10:10am Atlanta Marriott Marquis: Cluster 2 - Magnolia

Chair: Fran Ackermann, Strathclyde U.

Discussant: Jonathon N. Cummings, Duke U.

- ■Shared Situation Awareness in Distributed Decisionmaking Systems I **Kuo Frank Yu**. U. of California. Berkeley: Karlene H. Roberts, U. of California, Berkeley
- Technology Adoption in Distributed Cognitive Environments I Sean William Hansen, Case Western Reserve U.; Youngjin Yoo, Case Western Reserve U.
- I-O Systems of Distributed Cognition: An Institutional Analysis of Form and Function | Pamela E Carter, Florida State U.
- → Coordination in Global Teams: A Framework for Exploration Alberto Espinosa, American U.; Mark A. Clark, American U.

1039: (Paper Session) - (OCIS) E-Commerce: Improving Relationships with Customers and Suppliers

8:30am - 10:10am Atlanta Marriott Marguis: International 1

Chair: Molly Wasko, Florida State U.

Discussant: David E Cantor, University of Maryland, College Park The Dual Efficiency – Real-Options Logic for Inter-Firm Relationship Portfolio Management | Xinlin Tang, Georgia State U.; Arun Rai, Georgia State U.

- Electronic Markets vs. Physical Markets: An Empirical Investigation in a B2B Context I Eric Overby, Emory U.: Sandy Jap, Emory U.
- The Impact of Business-To-Business Electronic Relationships upon Conflict and Perceived Success | Rhetta Long Standifer, U. of Wisconsin, Eau Claire; James A Wall, University of Missouri - Columbia
- Bridging the Online Gap: Using Process Visibility to Improve Customer Outcomes | Claudia R. M. Costa, U. of Cincinnati; Dennis F. Galletta, U. of Pittsburgh

1040: (Paper Session) - (OCIS) RFID and Interorganizational

8:30am - 10:10am Atlanta Marriott Marquis: International 5

Chair: Kay M Nelson, Southern Illinois U.

Discussants: Michel Avital. Case Western Reserve U.: George Westerman, Massachusetts Institute of Technology

- A Field Study of RFID Deployment and Return Expectations | Jonathan Whitaker, U. of Michigan, Ann Arbor; Sunil Mithas, U. of Maryland, College Park; Mayuram Krishnan, U. of Michigan, Ann Arbor
- A Real-World Pilot of RFID along the Fashion Industry: Kaufhof and Gerry Weber in Germany | Claudia Loebbecke, U. of Cologne; Jonathan Palmer, William & Mary

Ru Consensus and Diversity in IS Research: Theoretical Foundations of Empirical Studies of IOS | Daniel Robey, Georgia State U.; Ghi Paul Im, Georgia State U.; Jonathan D. Wareham, ESADE

Trust, Dependence and Interorganizational Systems. | **Mohammed Ibrahim**, Tilburg U.

1041 ♠ SHCS: (OCIS, OMT, OB) Building Sustainable Online Communities: Insights from Social Science and Organization Theories

8:30am - 10:10am Atlanta Marriott Marquis: Marquis - Salon III

Organizers: Robert E Kraut, Carnegie Mellon U.; Yuqing Ren, Carnegie Mellon University

Discussant: Sara Kiesler, Carnegie Mellon University

Modeling Member Motivation and Participation in Online Communities | Yuqing Ren, Carnegie Mellon University; Robert E Kraut, Carnegie Mellon U.

Electronic Knowledge Networks: Processes and Structure | Samer Faraj, U. of Maryland; Steven L. Johnson, U. of Maryland

Project Structure and Participation in the Online Production of Information Goods | Caryn A. Conley, New York U.; Lee S Sproull, New York U.

Designing Topical Boundaries in Online Communities | Brian S. Butler, U. of Pittsburgh

1042 : (Paper Session) - (ODC) Innovation & Change

8:30am - 10:10am Hilton Atlanta: Carter

Chair: Nancy Wallis, Pepperdine U.

Discussant: Anat Lechner, New York U.

Knowledge as a Facilitator for Enhancing Innovation Performance Through Total Quality Management | Richard Yu-Yuan Hung, Toko U., Taiwan; Bella Ya-Hui Lien, National Chung Cheng U.

Impact of TQM and Organizational Learning on Innovation Performance in the High-Tech Industry | Richard Yu-Yuan Hung, Toko U., Taiwan; Bella Ya-Hui Lien, National Chung Cheng U.

Shifting Organization Landscapes:Pushing Theoretical Boundaries for Creativity at the Edge of Chaos | Ann C Baker, George Mason U.

8:30am - 10:10am Hilton Atlanta: DeKalb

Chair: Joel R. DeLuca, Evergreen Business Group
Discussant: Joel R. DeLuca, Evergreen Business Group

- → Discipline, Resistance and Negotiation: Power in Learning Organizations | Devi P Akella, Albany State U; Micheal Rogers, Albany State U
- Why Managing Organisation Learning Obstructs Transformation | Deborah Blackman, University of Canberra; Steven J Henderson, Southampton Solent U.
- Knowledge Creation Processes: Gathering, Gardening, and Guarding Organizational Learning and Value | Barry Sugarman, Society for Organizational Learning; Kristin J. Browning, Intel Corporation

Organizational Learning, Change and Power: Toward a Framework in Managing a Learning Environment | Randal C Ford, CSU-Pueblo

1044: (Paper Session) - (ODC) **Decision Making for Strategic Change**

8:30am - 10:10am Hilton Atlanta: Jackson

Chair: Richard Kettner-Polley, Colorado Technical University
PuPerforming Strategy -- Analogical Reasoning as Strategic
Practice | Matt Statler, New York University; Claus D Jacobs,
University of St. Gallen; Johan Roos, Imagination Lab
Foundation

The Role of Corporate-Level Managers in Divestitures: A Tentative Process Model | **Matthias F. Brauer**, U. of St. Gallen

→ Emergence of Strategic Decision-making Situations: Evidence from Organizational Change Process | Petri Parvinen, Helsinki School of Economics; Juha-Antti Lamberg, Helsinki U. of Technology

№The Temporal Dynamics of the Divestiture Process | Matthias F. Brauer, U. of St. Gallen

1045 © SHCS: (ODC, MC) Bringing the Design Sciences to Organization Development and Change Management Consulting

8:30am - 10:10am Hilton Atlanta: Grand Salon E

Chair: Susan A Mohrman, University of Southern California Discussant: Richard W Woodman, Texas A&M U.

What a Design Approach offers to Organization Development | **Jordi Trullen**, Boston College; **Jean M. Bartunek**, Boston College

Design Science Approaches to Organization Development:
Aligning Business and Humanistic Values | Joan Ernst Van
Aken, Eindhoven U. of Technology

Towards More User-centric OD: Lessons from the Field of Experience-Based Design | Paul Bate, U. College London; Glenn Robert, U. College London

Towards Science-Based Design in OD: Codifying the Implementation and Experimentation Process | Georges Romme, Eindhoven U. of Technology; Inge Damen, Tilburg U.

Developing and Using Design Rules Grounded in Managers' experience: Pilot Study of Methods | **Paul Pisek**, Paul E. Pisek & Associates Inc.

Using a Design Approach to Achieve Large-scale
Organizational Change in the National Health Service |
Helen Bevan, National Health Service; Glenn Robert, U.
College London; Paul Bate, U. College London

Designing a Global Vision-Driven Action-Oriented Learning Community | **C. Sherry Immediato**, Society for Organizational Learning

1046: (Paper Session) - (OM) Information Sharing and Coordination in Supply Chains

8:30am - 10:10am Atlanta Marriott Marquis: Champagne *Chair:* **Andrew Taylor**, Bradford U.

rasocial Capital Effect on Relational Performance
Improvement: An Informational Processing Perspective |

- Benn Lawson, Queen's U., Belfast; Beverly B. Tyler, North Carolina State U.; Paul D. Cousins, U. of Manchester
- Trust-Opportunism Paradox in Principal-Agent Relationships: Effects on Relationalism and Performance I Augustine A. Lado, Clarkson U.; Rajiv P. Dant, U. of South Florida; Amanuel G. Tekleab, Wayne State U.
- + Coordinating Supply Relationships: Rhetoric and Reality I Alan Harrison, Cranfield U.; Marie Koulikoff-Souviron, Ceram Sophia Antipolis

1047 → ■JS: (OM, BPS) Multiple Perspectives of **Performance Measurement and Management Systems**

8:30am - 10:10am Atlanta Marriott Marquis: Rio Grande & MacKenzie Organizer: Veronica Martinez, Cranfield U.

Systems Thinking and Perversity in PMMS | Michael Pidd, Lancaster U.

Performance Management: A View from Operations | Andrew Neely, Cranfield U.

Performance Measurement and the Management of Employees: Blinded by Logic? | Paul Kerr Edwards, Warwick

1048: (Paper Session) - (OMT) Organizational Structure and Design

8:30am - 10:10am Atlanta Marriott Marquis: International 3 Chair: Erich Frese, University of Cologne

- On the Value of Safeguards: Embedding Real Options in Capital Investments | Nuno A Gil, Manchester Business School
- ₱Corporate Hierarchies in Markets: The Effects of Structure and Strategy on Organizational Survival I William Ocasio. Northwestern U.; Patricia H Thornton, Duke U.
- The Attractiveness of Internal Markets Theoretical Analysis and Empirical Evidence - | Erich Frese, University of Cologne; William G Egelhoff, Fordham U.; Andreas Lingnau, University of Cologne
- → Coordination in Distributed Organizations | Kannan Srikanth, London Business School; Phanish Puranam, London **Business School**
- Creating Value for the Future: Corporate Acquisitions and Market Value | Brayden G King, Brigham Young U.

1049: (Paper Session) - (OMT) Institutions in Organizational Fields

8:30am - 10:10am Atlanta Marriott Marguis: International 4

Chair: Veneta Andonova, U. de los Andes, Colombia

Institutional Entrepreneurship in New Field Emergence-Incorporating the Structural Hole Argument | Tiina Ritvala, Helsinki School of Economics; Nina Granqvist, Stanford U.

- Redefining Field Boundaries: The Case of Professional Football in France | Benoit Senaux, ESSEC Business School; Julien Margaine, ESSEC Business School
- **○→** The Institutional Entrepreneur: A Make-it-Yourself Strategy to Better Business Environment | Veneta Andonova, U. de los Andes, Colombia; Hernando Zuleta, U. de los Andes, Colombia
- Historical Environments, Coordination, and Consolidation in The US Banking Industry, 1896-2001 | Christopher Marquis. Harvard U.

Winner of the Louis R. Pondy Best Paper Based on a **Dissertation Award**

1050 →: (Paper Session) - (OMT) Culture Around the Globe 8:30am - 10:10am Atlanta Marriott Marquis: International B Chair: Fahri Karakas. McGill U.

- → An Integral and Multidimensional View of Values: Nine Paradigms in Organizations | Fahri Karakas, McGill U.
- → The Globalization of Managerial Discourses | Thomas Greckhamer, Louisiana State U.
- → Culture Change in Global Outsourcing Partnership | Rong Ma, U. of Memphis; Maria B Gondo, U. of Memphis; John Matthew Amis, U. of Memphis; Tao Hu, U. of Memphis
- → The Influence of National Culture in Shaping Organizationa Forms in Korea, Italy, and Japan | DongBack Seo, University of Illinois at Chicago; Roberto Evaristo, University of Illinois at Chicago
- ▶Photocopiers and Water-coolers: The Affordances of Informal Interaction | Anne-Laure Fayard, Polytechnic U.; John Weeks, INSEAD

1051: (Paper Session) - (OMT) The Strategy of

Organizational Change

8:30am - 10:10am Atlanta Marriott Marquis: International C Chair: Jyoti Bachani, University of Redlands

- Punctuated Organizational Change and Complexity Theory Jyoti Bachani, University of Redlands
- The Contribution of Strategy Workshops to Strategic Change: Toward an Endogenous Theory of Change | David Nils Seidl, U. of Munich; Robert MacIntosh, Strathclyde U.; Donald MacLean, Glasgow U.
- ■ Optimal Inertia: When Organizations Should Fail | Nicholas Dew, Naval Postgraduate School; Brent Goldfarb, U. of Maryland; Saras Sarasvathy, U. of Virginia
- ₱The Emergence of Organizational Change: A Nonlinear Dynamical Systems Perspective. | Harry B Knoche, Florida Atlantic U.

1052 ■JS: (OMT, CMS) Myths We Live By: Language, Power, and Institutions

8:30am - 10:10am Atlanta Marriott Marquis: International 2

Chairs: Graham Sewell, Imperial College London; James R Barker, U. of Waikato

Discussants: Michael Lounsbury, Alberta U.; Marc Ventresca, U. of Oxford

Presenters: Dror Etzion, IESE, U. of Navarra; Fabrizio Ferraro, IESE Business School; Matthias Kipping, Schulich School of Business, York U.; Ian Kirkpatrick, U. of Leeds; James R Barker, U. of Waikato

1053 JS: (OMT, OB) Leadership in Emergent Events: **Exploring the Interactive Process of Leading in Complex** Situations

8:30am - 10:10am Atlanta Marriott Marquis: International A

Chair: Benyamin B. Lichtenstein, U. of Massachusetts, Boston Leadership in Emergent Events: Exploring the Interactive Process of Leading in Complex Situations I

Speakers: Mary Uhl-Bien, U. of Central Florida; Russ Marion, Clemson U.; Anson Seers, Virginia Commonwealth U.; James **Douglas Orton**, Michigan Technological U.; **Craig Schreiber**, Carnegie Mellon University; **James K. Hazy**, Adelphi U.

1054: (Paper Session) - (ONE) **Environmental Management Models**

8:30am - 10:10am Hilton Atlanta: Madison

Facilitator: Michael V. Russo, U. of Oregon

Discussants: Shima Barakat, Manchester U.; Carolyn Egri, Simon

Fraser U

- ♠ → ♠ Antarctic Station: a Laboratory of Environmental Management for Organizations | Simone Bacellar Leal Ferreira, UNIRIO; Marie Agnes Chauvel, PUC Rio
- Combining Signaling and Institutional Rationales to Explain the Adoption of the ISO 14001 Standard | Ivan Montiel, University of California, Santa Barbara; Magali Delmas, U. of California, Santa Barbara
- Investigating Technical and Ecological Efficiencies in the Electricity Generation Industry: Win-Win? | Joseph Sarkis, Clark University; James J Cordeiro, State U. of New York, Brockport

1055 € (Paper Session) - (PNP) Organizational Collaboration and Network Management

8:30am - 10:10am Hilton Atlanta: Douglas

Chair: Gordon Kingsley, Georgia Institute of Technology

- Researching Collaborative Structures and/or Outcomes: Challenges of Measurement and Methodology | Kirsten Gronbjerg, Indiana U.
- Control of Resources and Patterns of Network Interaction under Competing Institutional Pressures | Kun Huang, U. of Arizona, Tucson; Keith G Provan, U. of Arizona
- ■Network Management Reconsidered: An Inquiry Into Management of Public Sector Network Structures | R. Karl Rethemeyer, U. at Albany, SUNY; Deneen M. Hatmaker, U. at Albany, SUNY
- ➡ Building a Non-profit Collaborative Network: Multi-level Lleadership Challenges | Melanie Kan, U. of Technology, Sydney; Ellen Baker, U. of Technology, Sydney; Stephen T.T. Teo, U. of Technology, Sydney
- Network Analysis of Workforce Development Programs | Sang Ok Choi, California State University, Dominguez Hills; Ralph Brower, Florida State U.

1056 € (Paper Session) - (PNP) Regulation and Organization Response

8:30am - 10:10am Hilton Atlanta: Monroe

Chair: Deanna Malatesta, University of Georgia

■Hazard Mitigation Investment Decision Making: Organizational Response to Legislative Mandate | Lucy A. Arendt, U. of Wisconsin, Green Bay; Daniel J. Alesch, U. of Wisconsin, Green Bay; William J. Petak, U of Southern California

Pressures and Choice, Self-Interest and Social Dynamics in Securities Regulation | **David P. McCaffrey**, U. of Albany, SUNY; **Amy E. Smith**, U. of Albany, SUNY

- Exploring the Effects of Relational Characteristics of Government and Firm Exchanges | Kira Kristal Reed, Syracuse U.
- Regulatory Violations | Michael Toffel, U. of California, Berkeley; Jodi L. Short, U. of California, Berkeley Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division

1057 →: (Paper Session) - (SIM) Corruption, Responsibility and Multinational Enterprises

8:30am - 10:10am Hilton Atlanta: Crystal Ballroom A & F Chair: Nien-he Hsieh, Wharton, U. of Penn

- → Corporate Social Performance, Mmultinational Companies and Countries of Concern | Stephen Brammer, U. of Bath; Stephen Pavelin, U. of Reading; Lynda A Porter, U. of Reading
- Pa→ Global Socially Responsible Investing? The SRI of US
 Pension Plans in the UK | Paul R. Cox, U. of Bath; Marguerite
 Schneider, NJIT
- Part The (Ir)responsibility of Multinational Enterprises | Vanessa M. Strike, U. of Western Ontario; Jijun Gao, U. of Western Ontario; Pratima Bansal, U. of Western Ontario

1058: (S/M) The Problem of Old Wine in New Bottles: Consolidating Knowledge in Management Science

8:30am - 10:10am Hilton Atlanta: Crystal Ballroom B & E Presenters: Daniel Denison, IMD; Timothy A Judge, U. of Florida; Thomas J. Donaldson, U. of Pennsylvania; Thomas M. Jones, U. of Washington; Corey Phelps, U. of Washington

1059: (TIM) New Firms in Technological Innovation

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 5 - Riviera

Chair: Juan Alcacer, New York U.

Discussant: Gary Dushnitsky, U. of Pennsylvania

Presenters: Rajshree Agarwal, U. of Illinois, Urbana-Champaign; David Audretsch, Indiana U., Bloomington; Christine Beckman, U. of California, Irvine; M. Diane Burton, Massachusetts Institute of Technology; Sonali K. Shah, U. of Illinois, Urbana-Champaign

1060: (Paper Session) - (TIM) Research and Development 8:30am - 10:10am Atlanta Marriott Marquis: Cluster 5 - South Hampton Chair: Neveen Awad, Wayne State U.

Discussant: Melissa Graebner, U. of Texas, Austin

- Corporate Venture Capital and Internal R&D: The Interplay in the Context of Corporate Innovation | Sergey Anokhin, Case Western Reserve U.; William S Schulze, U. of Utah
- → Domestic Firms' R&D Response to Foreign Competition | Weiting Zheng, National U. of Singapore; Kulwant Singh, National U. of Singapore
- Modes of Cooperative R&D Commercialization by Start-ups | David Hsu, Wharton School; Vikas A. Aggarwal, Wharton, U. of Penn
- ■Learning for Innovation in Science-Based Industries: The Case of Pharmaceutical Drug Discovery | Danielle D Dunne, Rutgers U.; Deborah J Dougherty, Rutgers U.

1061 : (Paper Session) - (TIM) Managing Knowledge between Firms

8:30am - 10:10am Atlanta Marriott Marquis: Marquis Salon IV - TIM 1 Presented on Panels 24-28

- Permeable Development: Technological Innovation by Users across Organizations | Stefan Haefliger, ETH Zurich
- → The Influence of Social Network on R&D Project Team Performance During a Project's Life Cycle | Ming-Huei Chen, National Chung Hsing U.; Yuan-Chieh Chang, National Tsing Hua U.; Shyh-jer Chen, National Sun Yat-Sen U.
- Professional Guilds and Knowledge Management | Ram Mudambi. Temple U.: Tim Swift. Temple U.
- Attributes and Communication Types in a User Community Lars Frederiksen, Copenhagen Business School
- Learning from What Others Have Learned from You: The Benefits of Spillovers for Originators | Hongyan Yang, U. of Washington: H Kevin Steensma. U. of Washington: Corev Phelps, U. of Washington

1062 €JS: (TIM, BPS) Top Management Team Characteristics and Innovation: Theory of First Mover Advantage

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 5 - Monte Carlo Four papers will be presented followed by a 40 minute audience discussion with the author panel.

Chair: Patrick G. Maggitti, St. Joseph's U.

- CEO Search and its Effect on Organizational Innovation | Patrick G. Maggitti, St. Joseph's U.; Dax Basdeo, U. of Maryland, College Park
- Top Management Team Social Networks and Organizational Innovation: An Information Processing Perspective | Kevin Clark, Villanova U.
- TMT Characteristics and Innovation: An Action and Response Theory of First Mover Advantage | Abhishek Srivastava, West Virginia U.; Hun Lee, George Mason U.
- TMT Characteristics as Moderators of the Relationship Between Firm Innovation and Performance | Walter J Ferrier, U. of Kentucky

1063 JS: (TIM, OCIS, OMT) Organizing Visions for Information Technology Innovation: Applications and **Assessments**

8:30am - 10:10am Atlanta Marriott Marquis: Cluster 5 - Shangri-La

Chairs: Neil Ramiller, Portland State U.; E. Burton Swanson, U. of California. Los Angeles

Organizing Visions: An Introduction | Neil Ramiller, Portland State U.; E. Burton Swanson, U. of California, Los Angeles

Organizing Visions and Institutional Theory | Wendy Currie, University of Warwick

Organizing-Vision Research: Industry and Methodology I Elizabeth Davidson, U. of Hawai'i, Manoa

Organizing Visions and Institutional Entrepreneurship | Ping Wang, U. of Maryland

Organizing Visions - Some Critical Observations I Kalle Lyytinen, Case Western Reserve U.

1064 JS: (RM, OB) Leadership, It's All Relative: Applying Relative Importance Statistics to Leadership

8:40am - 10:10am Atlanta Marriott Marquis: Rhine & Savoy

Chairs: James M. LeBreton, Wayne State U.; Michael B. Hargis, U. of Tennessee at Chattanooga

Participants: Marcus W. Dickson, Wayne State U.; Paul Hanges, U. of Maryland; Julie Lyon, U. of Maryland, College Park; Leslie Allison, Wayne State U.: Becca A. Baker, North Carolina State U.: S. Bartholomew Craig, North Carolina State U.; Michael B. Hargis, U. of Tennessee at Chattanooga; James M. LeBreton, Wayne State U.; Renee Beshears, Personnel Decisions International

Tuesday 8:50AM

1065: (GDO) The Sound of Shattering Glass: Mentors, Networks and the Complexity of Race and Gender

8:50am - 10:10am Hyatt Regency Atlanta: Kennesaw

Chairs: Stella M. Nkomo, U. of South Africa; Ella Bell, Dartmouth

Discussant: David M. Porter, Jr., Howard U.

The Ties That Bind and Separate Black and White Women: What Enables Us? What Gets in Our Way? | Stacy Blake-Beard, Simmons College; Maureen A. Scully, U. of Massachusetts

Networks of Women of Color in the Private Sector | Katherine Giscombe. Catalyst

The Gendered Nature of Role Model Status: An Empirical Study | Audrey Murrell, U. of Pittsburgh; Thomas J. Zagenczyk, Clemson U.

1066 : (Paper Session) - (RM) Alternative Data Analytic **Approaches**

8:50am - 10:10am Atlanta Marriott Marquis: Chablis & Picard Chair: Patrick J. Rosopa, U. of Central Florida

Discussants: David A. Kravitz, George Mason U.; Danielle Zandee, Case Western Reserve U.; George W. Hay, McDonald's Corp./Benedictine U.

Visualizing Proximity Data | Rich DeJordy, Boston College; Christopher Jay Roussin, Boston College; Daniel S. Halgin, Boston College

Spatial Data Analysis: Analyzing Management Phenomena within the Spatial Context | Linda M. Cohen, U. of Pennsylvania

From Items of Data to Usable Management Theory: Using the Interpretive Clustering Approach | Chris Huxham. Strathclyde U.; Paul Hibbert, Strathclyde U.

Work Locus of Control Scale: An Analysis from the Perspective of Ideal Point Model | Liugin Yang, U. of South Florida

Tuesday 9:00AM

1067: (AAA) Conference Exhibits

9:00am - 5:00pm Hyatt Regency Atlanta: Grand Hall

Organizer: George T Solomon, George Washington U.

1068 : (AAA) Membership

9:00am - 11:30am Hyatt Regency Atlanta: Pre-function Area - Member

Tuesday 8:40AM

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.

1069: (AAA) Conference Registration

9:00am - 11:30am Hyatt Regency Atlanta: Pre-function Area - Reg. Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

1070 : (Paper Session) - (BPS) New Ventures: Survivor Entrepreneur Island

9:00am - 10:10am Atlanta Marriott Marquis: Cluster 3 - Cabinet Chair: Roberto Ragozzino, U. of Central Florida Discussant: Mitrabarun Sarkar, U. of Central Florida

- Post-IPO Managerial Actions and Firm Survival: More than Signaling? | Nagaraj Sivasubramaniam, Duquesne U.; K Thomas Chandy, Binghamton U.
- ■IPO Failure: Not Always a Bad Thing | Kevin Boeh, U. of Western Ontario
- Business Cycle Management and Firm Performance: An Empirical Analysis | Peter Navarro, U. of California, Irvine; Pedro Sottile, U. of California, Irvine; Philip Bromiley, U. of California, Irvine

9:00am - 10:10am Atlanta Marriott Marquis: Cluster 3 - London
Chair: Eduardo Kazuo Kayo, U. Presbiteriana Mackenzie
Discussant: Pamela R Haunschild, U. of Texas, Austin

Experience Homogeneity or Heterogeneity? A Stepwise
Approach to Acquisition Capability Development |
Mario Schijven, Tilburg U.; Harry G Barkema, Tilburg U.

- The Effect of Firm Growth On Acquisition Premiums | Jay Kim, U. of Southern California; Jerayr M Haleblian, U. of California, Riverside; Sydney Finkelstein, Dartmouth College
- An Organizational Learning Theory of Acquisition Processes | Katrin Susanne Muehlfeld, Rijksuniversiteit Groningen; Arjen Van Witteloostuijn, U. of Groningen; Padma Rao Sahib, Rijksuniversiteit Groningen

9:00am - 10:10am Atlanta Marriott Marquis: Cluster 3 - Sydney Chair: **Thomas Clarke**, U. of Technology, Sydney Discussant: **Mark Kennedy**, U. of Southern California

- Effects of Powerful Customers on Organizational Processes and Performance | Wiboon Kittilaksanawong, National Taiwan U.; Sonic Wu., National Taiwan U.
- → → How Corporatism Influences Firms' Strategies for Alliance Formation and Knowledge Acquisition | Gurneeta Vasudeva, Indian School of Business

The Internalization of External Expectations: A Look at Earnings Forecasts and Firm Aspirations | Xueji Liang, U. of Florida; Richard John Gentry, West Virginia U.

1073 : (OB) OB Lifetime Achievement Award Invited Address: Personal Reflections on the Birth of the OB Field

9:00am - 10:10am Hyatt Regency Atlanta: Hanover G

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ■ Theme-oriented | ③ Visual Presentation | ☐ Selected for Best Paper Proceedings

Dr. Lyman Porter is the recipient of the OB Division Lifetime Achievement Award. A question and answer period follows the presentation.

Introduction: Fred Luthans, U. of Nebraska, Lincoln

Distinguished Speaker: Lyman W. Porter. U. of California. Irvine

Tuesday 10:15AM

1074: (AAA) All Academy Break

10:15am - 10:45am Atlanta Marriott Marquis: Marquis Ballroom Foyer Sponsored by: Society for Human Resource Management

1075: (AAA) Conference Break

10:15am - 10:45am Hyatt Regency Atlanta: Grand Hall - Break Area *Organizer:* **George T Solomon**, George Washington U.

Tuesday 10:30AM

(AAS) Rise of the New Philanthropy: How the Philanthropic World is Being Transformed by the Business World

10:30am - 11:50am Atlanta Marriott Marquis: International 6
Distinguished Speaker: **Matthew Bishop**, The Economist

1076 ➡: (AAS) The Wal-Mart Effect on Business and Society

10:30am - 11:50am Atlanta Marriott Marquis: International 7

Panel Discussion on the effect that Wal-Mart is having on the practice of business and the societies in which it operates.

Chair: Peter Cappelli, U. of Pennsylvania

Discussants: **Wayne F. Cascio**, U. of Colorado, Denver and Health Sciences Center; **Robert Edward Freeman**, U of Virginia

Presenter: Charles Fishman, Fast Company

1077 : (Paper Session) - (BPS) Dynamic Capabilities: Switch Hitters and Home Runs (Ambidexterity & Rapid Response)

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Bonn *Chair:* **Peter J. Snyder**, U. of Wisconsin, Milwaukee

Facilitator: Thomas P. Moliterno, U. of South Carolina

Ambidexterity and Performance in SME Firms: The Pivotal Role of TMT Behavioral Integration | Michael H. Lubatkin, U. of Connecticut; Zeki Simsek, U. of Connecticut; Yan Ling, George Mason U.; John F. Veiga, U. of Connecticut

Senior Teams and Organizational Ambidexterity: How does Transformational Leadership Matter? | **Justin J.P. Jansen**, Erasmus U.

The Fast and the Furious: Risk, Competitive Maneuvering, and Who's in the Driver's Seat | Walter J Ferrier, U. of Kentucky; Margaret V Hughes, University of Kentucky

Organizational Crisis And Deep Structure Dynamics: An Agent Based Approach | **Desmond W. Ng**, Texas A&M U.

1078: (Paper Session) - (BPS) New Ventures & Innovation: What are the Requirements to be Optional? (Real Options in Organizations)

10:30am - 11:50am Átlanta Marriott Marquis: Cluster 3 - Cabinet

Chair: Jonathan O'Brien, U. College Dublin

Facilitator: Timothy B Folta, Purdue U.

Option or Option Trap? Examine the Application of ROR in Determining Patent Abandonment Timing. | Sali Li, U. of Utah; William S Hesterly, U. of Utah

- Agency Theory and Growth Option Value: Effects of Incentive Alignment and Monitoring Mechanisms | Todd Alessandri, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Tony W. Tong, State U. of New York, Buffalo; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill
- ₽→What Makes and What Does Not Make a Real Option? A Study of International Joint Ventures, I IIva Cuypers, Tilburg U.: Xavier Martin. Tilburg U.

1079: (Paper Session) - (BPS) Diversification/M&A: Going Glob-ile (Interactions Between Product and International Expansion)

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - London

Chair: Charles Williams, Duke University

Facilitator: Anita McGahan. Boston U.

- International and Product Diversification: Their Interrelationship and Impact on Firm Performance I Margarethe F Wiersema, U. of California, Irvine; Harry P. Bowen, Vlerick Leuven Ghent Management School
- → The Reciprocal Nature of Firm Innovation and International Diversification | **Heechun Kim**, Arizona State University; Hicheon Kim, Korea U.; Robert E. Hoskisson, Arizona State U.
- → The Interactive Effects of Product and International Diversification of Japan's Electronic Firms | Asli M. Colpan, Kyoto U.; Takashi Hikino, Kyoto U.
- → Geographic Diversification: Risk Reduction or Operational Flexibility | Chris Changwha Chung, Florida International U.; Seung-Hyun Lee, U. of Texas, Dallas; Paul Beamish, U. of Western Ontario

1080: (Paper Session) - (BPS) Industry Dynamics: The Best Form of Flattery (Imitation, that is...)

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Zurich

Chair: David G. Sirmon, Texas A&M U.

Facilitator: William Bogner, Georgia State U.

- > Imitating Firms | Heather Berry, U. of Pennsylvania
- The Effect of Vicarious Learning on Competitor Identification in the U.S. Automobile Industry | Kwangho Kim, Pennsylvania State U.; Wenpin Tsai, Pennsylvania State U.
- ₱Structure of Competitive Environment and Mimetic Market Entry | Kai-Yu Hsieh, London Business School
- ₱Normative Barriers to Imitation: Social Complexity of Core Competences in a Mutual Fund Industry | Stefan Jonsson, Stockholm School of Economics; Patrick Regner, Stockholm School of Economics

Flows, Blockages and Other Plumbing Disasters

10:30am - 11:50am Atlanta Marriott Marquis: International 10 Chair: Tariq H. Malik, Birkbeck College, U. of London

Facilitator: Atul Nerkar, U. of North Carolina, Chapel Hill

■Boundary Conditions and Patterns of Cognitive Vicarious Learning in Adoption Processes | Ann Katrin Terlaak, U. of Wisconsin, Madison; Yan Gong, U. of Wisconsin, Madison

Pulnternal And External Capabilities Transfer: Time To Market In New Drug Development | Ha Hoang, INSEAD; Frank T. Rothaermel, Georgia Institute of Technology

■Striking a Balance: Examining the Effects of Knowledge Stocks and Flows on Innovative Success | Daniel Tzabbar, U. of Central Florida; Barak S. Aharonson, U. of Toronto Strategic learning in Technology Design Contests: The Case of Robot Wars. | Joseph Lampel, Cass Business School; Pushkar Jha, Cass Business School

1082: (Paper Session) - (BPS) Networks: Conflict and Complementarity in Alliance Portfolios

10:30am - 11:50am Atlanta Marriott Marquis: International 8

Chair: Matthias Fink, Vienna U. of Economics and Business Administration

Facilitator: Timothy N. Carroll, U. of South Carolina

- Buyer-Supplier and Supplier-Supplier Alliances: Do They Reinforce or Undermine One Another? | Sergio Giovanetti Lazzarini, Ibmec São Paulo: Danny Pimentel Claro, Ibmec São Paulo; Luiz F. Mesquita, Arizona State U.
- Value Creation in Alliance Formation: The Role of Alliance Portfolio Incompatibility | Ulrich Wassmer, ESADE Business
- Do Interfirm Ties Reinforce or Substitute for Each Other? Software Alliances and Corporate Venturing I Garv Dushnitsky, U. of Pennsylvania; Dovev Lavie, U. of Texas, Austin
- The Performance Impact of Alliance Portfolios: An Integrative Framework | Ulrich Wassmer, ESADE Business School

1083 ©: (Paper Session) - (BPS) Governance: Going, Going, Gone (CEO Succession & Firm Performance)

10:30am - 11:50am Atlanta Marriott Marguis: International 9

Chair: Timothy A Hart, U of Oklahoma

Discussant: Edward Zajac, Northwestern U.

- CEO Succession as a Funnel: The Critical, and Changing, Role of Inside Directors | Christine H Mooney, Indiana U.; Catherine M. Dalton, Indiana U., Bloomington; S. Trevis Certo, Texas A&M U.; Dan R. Dalton, Indiana U., Bloomington
- Fact or Fiction: The impact of CEO Heir Apparent Experience as President/COO on Firm Performance | Wei Shen, U. of Florida; Charlice Hurst, U. of Florida; Xueji Liang, U. of Florida
- When an Outside Director Takes Over as CEO: Too Little Too Late or Just in Time | Richard H. Lester, Louisiana Tech U.; Wei Shen, U. of Florida; Albert Cannella, Arizona State U.

1084 ● ③: (Paper Session) - (BPS) Competitive Advantage: A Visual Exploration

10:30am - 11:50am Atlanta Marriott Marquis: Marquis Salon IV - BPS 1 Presented on Panels 1-13

- RBV Strategic Factors and the Need to Consider Opposing Factors in Turnaround Outcomes | Richard J Arend, U. of Nevada, Las Vegas
- Resource Assessment: A Judgement Analysis Perspective | Benedict Kemmerer, U. of Kansas; Franz W. Kellermanns, Mississippi State U.
- Transaction Cost and Resource Based Explanations of Make or Cooperate Decisions (WITHDRAWN) | Werner Helmut Hoffmann, Vienna U. of Economics and Business Administration; Kerstin Neumann, Vienna U. of Economics and

- Business Administration; Gerhard Speckbacher, Vienna U. of Economics and Business Administration
- Efficacy, Effectiveness, and Efficiency of Organizational Capabilities: Implications for Learning | Otto Koppius, RSM Erasmus U.: Paul C Van Fenema. Erasmus U.
- Whose Competitive Advantages, to Whose Benefit and For How Long? | Jean J Boddewyn, Baruch College
- What's Law Got to Do with It: A Systems Approach to Management | Constance E. Bagley, Harvard U.
- When Knowledge Does Not Lead to Value Creation: Cooperation Mechanisms and Employee Motivation | Flore Bridoux, U. Catholique de Louvain
- Competence Building, Business Configuration, and Economic Performance: An Empirical Assessment | Yi-Ju Lo, National Taiwan U.; Ji-ren Lee, National Taiwan U.
- On Capability: Current State and Future Prospects | Hongwu Ouyang, Fordham U.
- Knowledge Strategy | Sajjad Haider, Napier U.
- The Transaction-Based View of Competitive Advantage | Allen Amason, U. of Georgia; Andrew Ward, U. of Georgia; Ken Park, U. of Georgia
- High Commitment Competence: Barriers to Adoption of High Commitment Cultures in the Airline Industry | Andrew von Nordenflycht, Simon Fraser U.
- Success and Failure Experiences: Multilevel Learning and Capability Development in Organizations | Gerard George, London Business School; Yanfeng Zheng, U. of Wisconsin, Madison; Anne S Miner, U. of Wisconsin, Madison

1085 ■JS: (BPS, CMS, SIM) A Question of Value: Critical Analysis of Value and Value Creation in Organizations

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - State Three of the presentations for this proposed symposium are coauthored papers. Presentations by Michael Rowlinson is coauthored with Simon Mohun.

Organizer: Craig Prichard, Massey U.

Labour, Knowledge and Value Creation in the Workplace: a Critical Evaluation | Stephen J Jaros, Southern U.

Political Economy and Labor Process Theory | Michael Rowlinson, Queen Mary U. of London; Simon Mohun, Queen Mary, University of London,

Accounting for Value in the 21st Century Organization: Theorizing Management from the Perspective | David Harvie, Leicester U.; Massimo De Angelis, U. of East London Outline of a Genealogy of the Value of the Entrepreneur I Campbell Jones, Leicester U.; Andre Spicer, U. of Warwick

1086 ■JS: (BPS, OMT) Ritual Theory and Strategy Development Episodes - Practices, Context and **Outcomes**

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Gerry Johnson, U. of Strathclyde Discussant: Henry Mintzberg, McGill U.

Presenters: Nicole Bourque, Glasgow U.; Steven W Floyd, U. of

St. Gallen; Shameen Prashantham, Strathclyde U.

1087 □ • SHCS: (BPS, OMT) The Architecture and **Design of Organizational Capabilities**

10:30am - 11:50am Atlanta Marriott Marquis: Marquis - Salon II

Organizer: Michael G Jacobides. London Business School Discussant: Daniel Levinthal, U. of Pennsylvania

Unmanageable Design Architectures | Carliss Baldwin, Harvard Business School

- Cognitive and Experiential Search and the Structure of the Decision Problem | Giovanni Gavetti, Harvard Business
- Inherent Limits of Organizational Structure and the Unfulfilled Role of Hierarchy | Michael G Jacobides, London Business School
- Knowledge and Organizational Architectures: A Multiple Level Approach | Stefano Brusoni, Bocconi U.; Andrea Prencipe, U. G. d'Annunzio

1088 →: (Paper Session) - (CAR) Organizational Effects on **Careers Around the World**

10:30am - 11:50am Hyatt Regency Atlanta: Cairo

Chair: Ans De Vos, Vlerick Leuven Ghent Management School Discussant: George Benson, U. of Texas, Arlington

©Career Management: Increasing Human Capital without Losing the Investment | Maria Kraimer, U. of Melbourne: Scott Seibert, Melbourne Business School; Sandy J. Wayne, U. of Illinois, Chicago; Robert C Liden, U. of Illinois, Chicago; Jesus Bravo. U. of Illinois. Chicago

Nominee for The Careers Division Applied Paper Award

- Authority Relations, Career Blockage, and Organizational Restructuring in Transitional China | Dali Ma, U. of Chicago
- Effects of Employment Experiences and Conditions on Job Insecurity and Psychological Contracts | Galit Eilam SHAMIR, Ono College

Actual Turnover and the Role of Trust and Intention to Leave | Shay Tzafrir, U. of Haifa

Terrain of Careers Book Publishing

10:30am - 11:50am Hyatt Regency Atlanta: Vancouver Chair: Laurel Newman, U. of Illinois, Springfield Discussant: Michael B. Arthur, Suffolk U.

Career Imprints: Creating Leaders Across an Industry I Monica Higgins, Harvard U.

Handbook of Career Studies | Maury Peiperl, IMD

Employment of Women in Chinese Cultures: Half the Sky | Cherlyn Skromme Granrose, Berry College

Understanding Careers: The Metaphors of Working Lives I Kerr Inkson, University of Otago

Career Anchors, Third Edition | Edgar H Schein, Massachusetts Institute of Technology

Breaking the Mold: Redesigning Work for Productive and Satisfying Lives | Lotte Bailyn, Massachusetts Institute of Technology

1090 CAU: (CAU) Service-Learning Projects and Pitfalls: The Role of Assessment in Ensuring Student Learning

10:30am - 11:50am Hyatt Regency Atlanta: Brussels

Organizers: Kellyann Berube Kowalski, U. of Massachusetts, Dartmouth; Susanne G Scott, U. of Massachusetts, Dartmouth; Matthew Roy, U. of Massachusetts Dartmouth

1091 CAU: (CAU) Strategic Foresight and Organizational Renewal as an Ongoing Process

10:30am - 11:50am Hyatt Regency Atlanta: Geneva

Organizers: Laura Anna Costanzo, University of Surrey; Robert Bradley MacKay, St. Andrews U.; Swapnesh Masrani, U. of St. Andrews

1092 : (CM) Technology & Workplace Relationships

10:30am - 11:50am Hyatt Regency Atlanta: Hanover A

Chair: Christine Silva. Queen's U.

The Electronic Water Cooler: Insiders and Outsiders Talk about Organizations on the Internet | Carol T. Kulik, U. of Melbourne; Molly Pepper, Gonzaga U.; Debra L. Shapiro, U. of Maryland; Christina Cregan, U. of Melbourne

Blogging to Know You: Using Personal Blogs to Develop Workplace Relationships | Catherine Shea, Queen's U.; Susan E. Brodt. Queen's U.

Influence Processes in Distributed Teams | Andrea Hollingshead, U. of Southern California

The Paradoxical Nature of Power in Negotiations: Can Technology Keep Negotiators on Track? | Christine Silva, Queen's U.; Susan E. Brodt, Queen's U.

1093: (Paper Session) - (CM) Relationship Conflict in **Groups and Teams**

10:30am - 11:50am Hyatt Regency Atlanta: Hanover C

Chair: Ruth Maria Stock-Homburg, Not Specified

Understanding Relationship Conflict from the Social Exchange Perspective | Rebecca S. Lau, Virginia Tech

Socio-Emotional Conflict in Teams: A Social Relations Analysis and Exploration of Causes | Jacqueline Z Bergman, Appalachian State U.

- ₱The Consequences of Considering Others' Contributions in Groups | Eugene M Caruso, Harvard U.; Nicholas Epley, U. of Chicago; Max H Bazerman, Harvard U.
- Types and Outcomes of Conflict in Teams: Theoretical Considerations and Empirical Investigation | Ruth Maria Stock-Homburg, Not Specified

1094 (Paper Session) - (CM) Whistle-blowing, Voice, and **Justice**

10:30am - 11:50am Hyatt Regency Atlanta: International North - CM 1 Presented on Panels 1-4

- A Fresh Look at Whistle-Blowing Predictors: The Effect of Moral Intensity on Judgments & Intentions | Erika Henik, UC Berkelev .
- Employee Voice and Uncertainty: A Laboratory Study | Emily M Nason, Hong Kong U. of Science and Technology
- Heroes or Finks? The Effects of Status and Report Channel on Perceptions of Whistle-Blowers | Erika Henik, UC Berkeley
- The Automaticity of Justice Cognitions: Connectionist Models and Kantian Categorical Imperatives | Chris Bell, York U.

1095 € •: (Paper Session) - (CMS) Organizing and Resistance

10:30am - 11:50am Atlanta Marriott Marquis: Tigris & Danube Its far from futile

Chair: Efstratios Ramoglou, Cambridge U.

Discussant: Lisa Calvano, Temple U.

- The Constitution of Legitimacy. An Ontological Investigation on Legitimacy in Organisations. | Ismael Al-Amoudi, Cambridge U.
- Managing Power and Resistance: Making Critical Sense of Call Centre Management. | Wendy R Carroll, Acadia U.; Albert J. Mills, St. Mary's U.; Jean Helms Mills, St. Mary's U.
- Carnival and Spectacle in a New Orleans Mardi Gras Krewe | Gazi Islam, Ibmec, Sao Paulo; Michael J. Zyphur, National U. of Singapore; David M Boje, New Mexico State U
- Rank-and-File Workers as a Commons: A Critical Perspective on Justice for Low-Paid Workers I Harry J Van Buren, U. of New Mexico

1096: (Paper Session) - (ENT) Governance in Family **Business**

10:30am - 11:50am Hilton Atlanta: Council/Cabinet Room

Chair: Michael David Meeks, San Francisco State University Bait and Switch: The Evolution of Governance and Performance in Family Businesses | Aseem Kaul, U. of Pennsylvania

- Boards in Small Family Firms: What Makes Them Active? Morten Huse, Norwegian School of Management; Mattias Nordqvist, Jönköping Int'l Business School; Alessandro Minichilli. Bocconi U.
- Family Ownership, Family Directors and Dividend Policy in Japanese Firms | Toru Yoshikawa, Singapore Management U.; Abdul Rasheed, U. of Texas, Arlington
- Family Influence in Family Firms: Why Some Family Firms Are More "Family" Than Others | Hung-Bin Ding, Loyola College

1097: (Paper Session) - (ENT) Networks and Alliances 10:30am - 11:50am Hilton Atlanta: Crystal Ballroom C & D

Chair: Diane Dromgold, RNC Global Projects

- The Impact of Alliances on New-Venture Outcomes: Evidence from Biotech/Pharma and Computer Software | Manuela Hoehn-Weiss, U. of Washington, Bothell
- The Effects of Network Linkages and Internal Capabilities on Technology Venture Performance | Jennifer Hui-Ru Chen, National Taiwan U.
- Staying in Control: The Relationship between Organizational Resources and Alliance Control | Danielle D Dunne, Rutgers U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology: Joanne L Scillitoe, Michigan Technological U.
- New Venture Innovation: Untangling the Role of Absorptive Capacity | Alexander McKelvie, Jonkoping International Business School; Johan Wiklund, Jonkoping International **Business School**

1098 : (Paper Session) - (ENT) Regional and Social Influences on New Venture Creation

10:30am - 11:50am Hilton Atlanta: Jefferson

Chair: John T. Lambert, University of Louisiana at Lafayette

- A Complex Systems Model of Regional Entrepreneurship | Andac Arikan, Florida Atlantic U.
- ■Working Together or Working Apart? Moderating Effect of Clusters on Entrepreneurship and Development | Hector O. Rocha, IAE - Management and Business School of Austral University

Entrepreneurship in the Region: Breeding Ground for Nascent Entrepreneurs? | Pamela Mueller, Max Planck Institute of Economics

1099: (Paper Session) - (ENT) Venture Capital Process 10:30am - 11:50am Hilton Atlanta: Washington

Chair: Craig E. Armstrong, U. of Texas, San Antonio
Deciding on the Capital Structure of Institutional Buyouts |
Malte Brettel, Aachen U. (RWTH); Kerstin Faass, Aachen U.
(RWTH); Christian Kuehn, Aachen U. (RWTH); Degenhard
Meier, Aachen U. (RWTH); Wolfgang Breuer, Aachen U.
(RWTH)

Venture Capitalist Grandstanding Re-Visited: Writing Real Options through IPO Underpricing | Jay J Janney, U. of Dayton; Gregory G Dess, U. of Texas, Dallas

Venture Capitalists' Evaluations of Start-up Teams: A Discrete Choice Conjoint Analysis | Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Joachim Henkel, Technical U. of Munich; Nikolaus Franke, Vienna U. of Economics and Business Administration; Dietmar Harhoff, U. of Munich

Values and the Assessment of Strategic Opportunities:
Evidence from Venture Capitalists | Sharon F. Matusik, U. of
Colorado, Boulder; Jennifer M George, Rice U.; Michael B.
Heeley, Colorado School of Mines

1100 SHCS: (ENT, IM) Building Entrepreneurial Universities: Academic Entrepreneurship and Spin-off Performance

10:30am - 11:50am Atlanta Marriott Marquis: Marquis - Salon I

Chair: Toby E. Stuart, Columbia U.

Determinants, Constituents and Consequences of Spinoff Behavior | Rory P. O'Shea, Massachusetts Institute of Technology; Thomas J Allen, Massachusetts Institute of Technology; Frank Roche, U. of College Dublin

University Scientist Entrepreneurship | David Audretsch, Indiana U., Bloomington; Taylor Aldrich, Max Planck Institute of Economics; Alexander Oettl, U. of Toronto

Is Academic Entrepreneurship a Team Sport? | Maryanne P Feldman, U. of Toronto; Janet E.L. Bercovitz, U. of Illinois, Urban-Champaign

Academic Entrepreneurship and University-Industry Linkages: Evidence from Universities in Europe | Mike Wright, Nottingham U.; Andy Lockett, U. of Nottingham; Bart Clarysse, Vlerick Leuven Ghent Management School; Nathalie Moray, U. of Gent

Antecedents and Consequences of Academic Entrepreneurship: Evidence from the SBIR Program |

Donald Siegel, U. of California, Riverside; **Albert Link**, University of North Carolina

Entrepreneurial Ventures from Technology-Based
Universities: An Empirical First Look | David Hsu, Wharton
School; Edward B. Roberts, Massachusetts Institute of
Technology; Charles Eesley, Massachusetts Institute of
Technology

1101 �→: (Paper Session) - (GDO) Women's Career

Choices: Moving Up, Over, and Out

10:30am - 11:50am Hyatt Regency Atlanta: Kennesaw Chair: **Taryn Lyn Stanko**, U. of California, Irvine Discussant: **Susan M. Bosco**, Roger Williams U.

Doing Ambition: Career Making Practices of (Fe)male Managers in a Multinational Corporation | Anneke Sools, U. of Humanistics; Marloes L. van Engen, Tilburg U.; Cor Baerveldt, U. of Alberta

The Link of Gender to the Willingness to Expatriate | **Phyllis Tharenou**, U. of South Australia

© Support for Women's Advancement and Turnover: The Mediating Role of Job and Employer Satisfaction | I. M. Jawahar, Illinois State U.; Pegah Hemmasi, Illinois State U.

₱ Women at a Crossroads: Identity, Influence, and Choices Regarding Work | Wendy C. Marcinkus, Boston College; Elizabeth A. Hamilton, Boston College

1102 ♥→ ■JS: (GDO, HR, OMT) The Impact of Organizational Practices on Recruiting a Diverse Workforce

10:30am - 11:50am Hyatt Regency Atlanta: Hong Kong Facilitator: **Lynn Shore**, San Diego State U.

Attracting New Graduates: Gender Differences in Importance of Organisational Attributes | Cheryl Freeman, Cranfield U.; Susan Mary Vinnicombe, Cranfield U.; Siri Ann Terjesen, Queensland U. of Technology

The Effectiveness of the Canadian Emp Equity Act on the Representation of Underutilized Groups | Harish C. Jain, McMaster U.; Mary Mathew, Indian Institute of Science

Providing Access to Diversity through Human Resource Management Practices | Alison Konrad, U. of Western Ontario; Yang Yang, U. of Western Ontario; Cara Christina Maurer, U. of Western Ontario

Targeting Older Applicants in Recruitment: An Organizational Perspective | Caren Goldberg, American U.; Elissa L. Perry, Teachers College, Columbia U.; Lisa M. Finkelstein, Northern Illinois U.

1103 ■JS: (GDO, MED) Diversity Training Research: Current Perspectives and Future Directions

10:30am - 11:50am Hyatt Regency Atlanta: Inman

Organizers: Bradford Bell, Cornell U.; Quinetta M. Roberson, Cornell U.

Participants: **Lehman Benson**, U. of Arizona; **Bradford Bell**, Cornell U.; **J. Goosby Smith**, Butler U.

1104 ♥ ■: (Paper Session) - (HCM) Macro-Level Influences on Health Care Behavior

10:30am - 11:50am Hilton Atlanta: Embassy Room

Chair: Emanuele Vendramini, catholic piacenza and sda bocconi Discussant: Ann Scheck McAlearney, Ohio State U.

- Mix Strategies - an Institutional Perspective | Satish Vasudev Joshi, Michigan State U.; Ranjani A Krishnan, Michigan State U.; Hema A Krishnan, Xavier U.
- ■Does Governance Matter? Board Configuration and Hospital Performance | Shoou-Yih Daniel Lee, U. of North Carolina, Chapel Hill; Jeffrey Alexander, U. of Michigan, Ann
- ₽ Examining the Scope of Multibusiness Healthcare Firms: Implications for Strategy and Performance | S. Noorein Inamdar, Harvard U.

Winner of HCM Division Best Paper Award

The Processes and Strategies of Institutional Entrepreneurs in Alternative Medicine | Karen D. W. Patterson, Texas Tech U.

1105 JS: (HCM, TIM) Innovation Value Chains in Health Care

10:30am - 11:50am Hilton Atlanta: Gwinnett

Organizers: Jason Snyder, Northwestern U.; Daniel Snow, Harvard U.

The Impact of New Technologies on Incumbent Technologies Robert S. Huckman, Harvard U.

Performance & Technology Adoption in Liver Transplantation | Jason Snyder, Northwestern U.

Innovation and Entrepreneurship in the Medical Device Industry | Kira Fabrizio, Emory U.; Aaron Chatterji, UC Berkelev

The Fragile Foundations of Regional Scientific Advantage I Jeffrey Furman, Boston U.; Fiona Murray, Massachusetts Institute of Technology; Scott Stern, Northwestern U.

1106 : (HR) Creating our future: Panel Discussion of Opportunities and Threats for HR and Management Education

10:30am - 11:50am Hyatt Regency Atlanta: Hanover B

Panel discussion of the relevancy of HR as discipline and degree Organizers: Janet H. Marler, U. of Albany, SUNY; Kelly L Zellars, U of North Carolina - Charlotte

Distinguished Speakers: Terry C. Blum. Georgia Tech: Richard J Klimoski, George Mason U.; Jone L. Pearce, U. of California,

Facilitator: John Hollenbeck, Michigan State U.

1107: (Paper Session) - (HR) High Performance Work **Systems**

10:30am - 11:50am Hyatt Regency Atlanta: Hanover F

Chair: Judith Gebhardt, U. of Southern California

- → HPWPs and Firm Performance: Evidence from the Pharmaceutical Industry in China | YiChi Zhang, GSM, Pekina U.
- □ → The Relationships between High Performance Work Systems and Export Performance. | Inmaculada Martin-Tapia, U. of Granada (Spain); J. Alberto Aragón-Correa, U. of Granada (Spain); Alfred Allen Marcus, U. of Minnesota
- and Organizational Performance in Taiwan I Nai-Wen Chi. National Chengchi U., Taiwan; Carol Yeh-yun Lin, National Chengchi U., Taiwan

Human Resource-Based Competitive Advantage - The Case of Motivational Rents | Oliver Gottschalg, HEC Paris

1108: (Paper Session) - (HR) Organizational Size and Governance Structure: Effects on HRM

10:30am - 11:50am Hyatt Regency Atlanta: Singapore

Chair: Jeffrey J Bailey, University of Idaho

Discussant: Steven Austin Stovall, Wilmington College

The Impact of Upper and Lower Echelon HR Investments on Innovation in Start-ups | Sophie Anna De Winne, Katholieke U. Leuven; Luc Sels, Katholieke U. Leuven

- Corporate Governance and Human Resource Management | Suzanne J Konzelmann, London U., Birkbeck; Neil Conway, London U., Birkbeck; Linda Trenberth, Birkbeck College, U. of London; Frank Wilkinson, London U., Birkbeck
- → Business Strategy and Corporate Performance in Small Firms | Jonathan Michie, Birmingham U.; Maura Sheehan, U. of Dallas
- The Employment Relationship in Small Firms: an Emerging Research Program | Paul Kerr Edwards, Warwick U.; Sukanya Sen-gupta, Warwick U.; Monder Ram, De Montfort U.; Chin-ju Tsai, U. of Warwick

1109 → •: (Paper Session) - (IM) Does Corruption Matter? and to Whom? and How?

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Amsterdam Chair: Douglas J. Gilbert, University of Phoenix Discussant: Svetlana Poukliakova, Simon Fraser U.

- → Who Cares About Corruption Abroad? | Alvaro Cuervo-Cazurra, U. of South Carolina
- → Political Freedom, Economic Freedom and Culture: Predicting Sustainable Global Democracy | Paul G Wilhelm, Virginia State U.
- → Survival of Joint Ventures in Emerging Countries: Do Political Risk and Corruption Matter? | Pierre-Xavier Meschi, Euromed Marseille-School of Management: Gilles Guieu. Université de la Méditerranée

1110 →: (Paper Session) - (IM) Internationalization of the Small and Medium Enterprise

10:30am - 11:50am Atlanta Marriott Marguis: Cluster 1 - Copenhagen Chair: M. B. Neace, Mercer U.

Discussant: Guruprasad Madhavan, School of Management, SUNY Binghamton

- → Internationalization and Performance of Small- and Medium-Sized Enterprises | Nitin Pangarkar, National U. of
- ◆Considering Internationalisation: Firm Characteristics visà-vis Resource-Based Constraints I Carsten Zimmermann. U. of Cambridge
- → Institutionalized Decision Making: Family Governance and Foreign Investment in Emerging Economies | Xiaowei Luo, U. of Illinois, Urbana-Champaign; Chi-Nien Chung, National U. of Singapore; Mike Sobczak, U of Illinois, Urbana-Chamaign
- → International Strategies of the World's Top Family Firms: How Do They Rate Against Public Companies? | Chris Hugh Carr, Edinburgh U.; Suzanne Bateman, Edinburgh U.

1111 →: (Paper Session) - (IM) Alternative Means of **Knowledge Acquisition by MNCs**

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Madrid Chair: Alan M Rugman, Indiana U.

Discussant: Alan M Rugman, Indiana U.

- → ≪Knowledge Acquisition through International Strategic Alliances | Chia-Ling (Eunice) Liu, U. of Manchester; Pervez Ghauri, U. of Manchester; Rudolf Sinkovics, U. of Manchester
- → The Knowledge Strategies & Structural Forms of Cross-Border Acquisitions | Manuel Ferreira, Escola Superior de Tecnologia e Gestão; Dan Li, Indiana U.
- → The Tacit Knowledge Problem in Multinationals: Japanese and US Offshore Knowledge Incubators | Alice Lam, Royal Holloway, U. of London

1112 : (Paper Session) - (IM) International HRM: Training, Retention and Knowledge Transfer

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Stockholm

Chair: Anabella Davila, Tec De Monterrey

Discussant: Anabella Davila, Tec De Monterrey

- → Cross-Cultural Training Programs in MNCs: An Analysis of Cultural Learning and Knowledge Flows | James P Johnson, Rollins College; Robert Konopaske, Florida Atlantic U; Tomasz Lenartowicz, Florida Atlantic U.
- ₽©→The Role of National Values in Organizational Training: A Comparative Study in 16 Countries | Hilla Peretz, U. of Haifa; Zehava Rosenblatt, U. of Haifa IM Best Paper from an Under-represented Country Finalist
- → Executive Retention In Cross-Border Acquisitions: A Knowledge-Based Perspective | Betania Tanure, Fundação Dom Cabral/PUC MInas; John Child, Birmingham U.; Roberto Gonzalez Duarte, PUC Minas / Fundação Dom Cabral
- → The Effects of Repatriate Characteristic on Knowledge Transfer | Roger Blakeney, U. of Houston; Gary Oddou, California State U., San Marcos; Joyce Osland, San Jose State U.
- 1113 →: (Paper Session) (IM) The Liability of Foreignness 10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Trinidad

Chair: Sandra Rothenberg, Rochester Institute of Technology Discussant: Ravi Ramamurti. Northeastern U.

- ₽→ What Constitutes the Liability of Foreignness? | Lilach Nachum, Baruch College
- There's No Place Like Home A Strategic Framework to Overcome Liability of Foreignness. | Joerg Zimmermann, Max Planck Institute of Economics, Jena: Wolfgang Sofka. Centre for European Economic Research
- → Multinational Enterprise in Developing Countries: Spillovers, Liabilities, and Legitimacy | Jonathan P Doh, Villanova U.; Jennifer Oetzel, American U.

1114 > @: (Paper Session) - (IM) Knowledge, Learning and Integration in the MNC

10:30am - 11:50am Atlanta Marriott Marquis: Marquis Salon IV - IM 1 Presented on Panels 14-19

 ⊕ →
 ⊕ Cultural and Structural Dynamics of Post-Acquisition Integration | Satu Päivi Teerikangas, Helsinki U. of Technology; Tomi MM Laamanen, Helsinki U. of Technology

- → ©CEOs in Mergers: Learning Inhibitors and an Emerging Theory on the Management of Multiple Realities I. Jacqueline Fendt, Leiden U.
- → Knowledge Sharing in Interpersonal Cross-Border Relationships | Kristiina Mäkelä, Swedish School of Economics and Business Administration; **Ulf Andersson**, Uppsala U.
- → © Competitive Orientation of Corporate Research and Development | Ziqi Liao, Hong Kong Baptist U.
- → Culture's Influence on Conflict Resolution Strategy Performance in Foreign Venture Contract Disputes I George O. White III, U. of Texas at El Paso; John Hadjimarcou, U. of Texas at El Paso
- → → Effective Information & Communications Technology Transfer and Adoption in Multinational Enterprises | Vernon Bachor, U. of Calgary; Alain C. Verbeke, U. of Calgary

1115 → SHCS: (IM, GDO, HR) The Work-Family Interface:

Perspectives from Three Continents

10:30am - 11:50am Hilton Atlanta: Grand Salon E

Chair: Jeffrev H. Greenhaus. Drexel U.

International and Multisource Perspectives on Work-Life Balance | Karen S. Lyness, Baruch College, CUNY; Michael K Judiesch, Manhattan College

- **Employer Involvement Regarding Work-Family Arrangements** in the Context of Welfare State Regimes | Laura den Dulk, Utrecht U.: Pascale Peters. Radboud U. Niimegen: Frederik Poutsma, Not Specified
- The Role of Self-Reliance as a Coping Mechanism in Dealing with Work-Family Conflict | Anne Marie Francesco, Hong Kong Baptist U.; Janice R Joplin, U. of Texas at El Paso; Margaret Shaffer, U. of Wisconsin, Milwaukee; Theresa Lau, Hong Kong Polytechnic U.

1116: (Paper Session) - (IP) Theories of Conflict in **Negotiations with Examples**

10:30am - 11:50am Hyatt Regency Atlanta: Regency V - Table A1 Facilitator: Tae-Yeol Kim, City U. of Hong Kong

- + CM: Negotiating Timescapes: The 2004 Telecommunication Union Negotiation. | Roberto R. Luchi, Austral U.; Gustavo L. Seijo, Austral U.; Alejandro C. Zamprile, Austral U.; Nicolás Luzuriaga, Austral U.
- → CM: Seeing is Believing: The Dynamics of Non-Verbal Communication in International Negotiation | Leigh Anne Liu, Georgia State U.; Edward Glamkowski, Georgia State U.; Chei Hwee Chua, U. of South Carolina
- CM: Negotiating Assertively: Exploring Benefits of Representing Another to Women in Salary Negotiations | Emily T. Amanatullah, Columbia U.
- **CM**: The Self-Control Advantage in Negotiations | **Elizabeth** Seeley, New York University; Leigh Thompson, Northwestern
- CM: More Competitive at the Top: A Large-Sample Study of Organization Level, Gender and Conflict Styles I Kenneth W Thomas, Naval Postgraduate School, Emeritus; Jenny Merriam, CPP, Inc.; Nancy Schaubhut, CPP, Inc.; David Donnay, CPP, Inc.; Gail Fann Thomas, Naval Postgraduate School

1117: (Paper Session) - (IP) Organizational and Individual Antecedents of Ethical Behavior

10:30am - 11:50am Hyatt Regency Atlanta: Regency V - Table A2 Facilitator: Daria Crawley, Robert Morris U.

- MOC: Cognitive Self-Defense: Ethical Blind Spots in Leaders of Change | Christopher Jay Roussin, Boston College
- **SIM:** Justifying Unethical Behavior: The Role of Actor and Observer Attributions | Paul Harvey, Florida State U.
- **OB:** Unpack the Relationship Between Organizational Culture and Ethics: A Motivated Cognition Approach | Xi Zou, Columbia U.
- **MED**: The Influence of Ethics Instruction, Hypercompetitiveness, and Machiavellianism on Personal Ethics | James M Bloodgood, Kansas State U.: William H. Turnley, Kansas State U.; Peter Mudrack, Kansas State U.
- → **IM**: Understandably Corrupt: What MNEs Need to Know About Cultures, Institutions and their Byproducts | Mikelle A. Calhoun, Valparaiso U.

1118: (Paper Session) - (IP) Absorptive Capacity and Organizational Learning

10:30am - 11:50am Hyatt Regency Atlanta: Regency V - Table A3 Facilitator: Moren Levesque, Case Western Reserve U.

- **●** BPS: Antecedents and Mediating Role of Complementary Assets in the Org. Learning—Innovation Relationship | Joseph Paul O'Connor Jr., U Texas El Paso; Edward Levitas, U. of Wisconsin. Milwaukee
- **■BPS**: Absorptive Capacity and Innovative Performance in Young Technology Based Firms | Dzidziso Samuel Kamuriwo, Cass Business School, City Univeristy
- **BPS:** Conceptualizing Learning Principles of Long-Lived Firms Zenlin Kwee, Erasmus U. Rotterdam; Frans A.J. Van den Bosch. Erasmus U.
- ■MOC: Effects of Tech. Absorptive Capacity and Proactivity on Org. Learning and Innovation: Empirical Exam | Victor Garcia-Morales, U. of Granada (Spain); Leopoldo Gutiérrez Gutiérrez, U. of Granada (Spain); F. Javier Lloréns Montes, U. of Granada (Spain); Antonia Ruiz Moreno, universidad de granada
- **OMT:** Organizational Learning Through Imperfect Knowledge Transfer - An Agent Based Simulation | Dirk Martignoni, U. of St. Gallen; Simon Grand, U. of St. Gallen

1119: (Paper Session) - (IP) Structural Issues in New **Product Development**

10:30am - 11:50am Hyatt Regency Atlanta: Regency V - Table A4 Facilitator: Katrin Talke, Karl-Franzens U., Austria

- TIM: The Innovation and Commercialization of Marine-Based Nutraceuticals | Jay Sankaran, U. of Auckland; Suchi Mouly, U. of Auckland
- TIM: Managing Diffusion Barriers when Launching New Products | Katrin Talke, Karl-Franzens U., Austria
- BPS: Innovators and Imitators in Novelty Intensive Markets: A Research Agenda | Scott David Williams, Wright State U.; Todd Dewett, Wright State U.
- + OM: Knowledge and Product Design Glitches in IPD: An Empirical Study | Rupak Rauniar, Jackson State U.; Greg

- Rawski, U. of Evansville; Paul Hong, U. of Toledo; William Doll, U. of Toledo
- **TIM:** The Impact of Innovating Firms' Strategic Market Signaling Behavior on Innovation Market Success | Viet T Dao, U. of Oklahoma; Robert W Zmud, U. of Oklahoma

1120 : (Paper Session) - (IP) Flexible Organizations: Structures, Processes, Outcomes

10:30am - 11:50am Hyatt Regency Atlanta: Regency VI - Table B1 Facilitator: Maike Rathje, U. of St. Gallen

- Reconceptualization of Crisis Management | Erika H. James, U. of Virginia
- OM: How to Cope with Environmental Uncertainty: A Framework of Integrated Flexibility Dimensions | Thomas Friedli, U. of St. Gallen; Maike Rathje, U. of St. Gallen; Patricia **Deflorin**, U. of St. Gallen
- **OMT:** Exploitation vs. Exploration: A Metaparadigm View of Ambidextrous Organizational Forms | Sebastian Raisch, U. of St. Gallen
- **OCIS:** Roles of IT and Other Technologies in the Emergence and Evolution of Organizational Forms | George P Huber, U. of Texas, Austin; Josh W Keller, U. of Texas, Austin
- **QOCIS:** Language and Power in Self-organizing Distributed Teams | Qing Li, Syracuse U.; Kevin Crowston, Syracuse U.; Robert Heckman, Syracuse U.; James Howison, Syracuse U.

1121: (Paper Session) - (IP) Impact of Ownership on Resource Allocation Decisions

10:30am - 11:50am Hyatt Regency Atlanta: Regency VI - Table B2 Facilitator: Sharon Alvarez, Ohio State U.

- **COMT:** Impressions of Agency: Investigating the Influence of Investor Capitalism on Earnings Management | Kenneth Wm. Kury, Saint Joseph's U.
- BPS: Ownership and Organizational Performance: A Comparison Across the Principal Drivers of Strategy | Nicholas O'Regan, Middlesex U.; Abby Ghobadian, Brunel U.
- → IM: Partial Ownership, Cluster-Country Experience, and Exits of Korean Foreign Direct Investment | Sangcheol Song, Ohio State U.; Soonkyoo Choe, Yonsei U.
- **⊕** → **⊕** BPS: The Link between Dividend Policy and Foreign Ownership | Dominic Chai, LSE
- **■MOC**: Incentive Schemes, Regulatory Focus, and Economic Agents | Roger Stace, U. of Western Australia

1122 : (Paper Session) - (IP) Examining Agency Theoretic Assumptions about the CEO

10:30am - 11:50am Hyatt Regency Atlanta: Regency VI - Table B3 Facilitator: Michael McDonald, U. of Central Florida

- **©BPS**: Financial Incentives and Transfer of Control in Mergers | William John Lekse, Babson College; Mengxin Zhao, Bentley College
- BPS: CEO Dispositional Need for Cognitive Closure and Firms' Strategic Responses to Poor Performance | Michael McDonald, U. of Central Florida; Rebecca Gray, U. of Central Florida
- BPS: The Effect of CEO's Characteristics and Board of Directors on Firm Innovation | Fabio Zona, Bocconi U.;

- **Morten Huse**, Norwegian School of Management; **Alessandro Minichilli**, Bocconi U.; **Alessandro Zattoni**, SDA Bocconi Parthenope U.
- → BPS: Agency Problems and the Costs of Board Monitoring: An Examination of Listed Firms in China | Yiyi Su, Peking U.; Dean Xu, Peking U.
- MSR: The Development and Application of Executive Wisdom | Robert W. Kolodinsky, James Madison U.; Paul Bierly, James Madison U.

1123 : (Paper Session) - (IP) Impact of Geographic and Organization Expansion on Performance

10:30am - 11:50am Hyatt Regency Atlanta: Regency VI - Table B4

Facilitator: Torben Juul Andersen, Copenhagen Business School

- → TIM: What Explains Strategic Roles in Product Development - Subsidiary Autonomy or Internal Markets? | Dirk Michael Boehe, Universidade de Fortaleza
- **BPS:** Target Selection: The Role of Geographic Distance in Acquisition Decision Making | **Abhirup Chakrabarti**, Duke U.
- →IM: The Performance Relationship of Multinationality and Risk Management | Torben Juul Andersen, Copenhagen Business School
- → OB: Downsizing and Upsizing in Japan: Its Frequency,
 Magnitude, and Effects on Financial Performance | Kenneth
 Paul De Meuse, U. of Wisconsin, Eau Claire; Scott W Lester, U.
 of Wisconsin, Eau Claire; Jill R Kickul, Simmons College; SeHyung Oh, U. of Wisconsin, Eau Claire

1124 : (Paper Session) - (IP) Member Roles in Effective Teams

10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: Narda Quigley, Villanova U.

- **OB:** Effective Team Behavior: Case Study of Group Norms and Situational Influences | **P Robert Duimering**, U. of Waterloo
- OB: A Model of the Independent and Interactive Effects of Role and Member Change on Team Effectiveness | James K Summers, Florida State U.; Stephen E. Humphrey, Florida State U.; Yuri Mishina, Michigan State U.
- OB: The Role of Other Orientation in Team Selection and Anticipated Performance | Jase Ramsey, U. of South Carolina; Raina Rutti, U. of South Carolina
- OB: The Nature of Team Personality and its Relationship with Team Processes and Outcomes | Narda Quigley, Villanova U.; Sharyn D Gardner, California State U., Sacramento
- → CM: Affect,Reactions to Conflict and Team Heterogeneity | Oluremi B. (Remi) Ayoko, U. of Queensland

1125: (Paper Session) - (IP) CEO Turnover: Antecedents and Consequences

10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C2

Facilitator: Slimane J Haddadj, U. of Lille 1

OMT: The Effects of CEO Turnover/Succession on Organizational Capabilities: A Social Network Perspective | Likoebe M Maruping, U. of Arkansas; Qing Cao, U. of Maryland; Riki Takeuchi, Hong Kong U. of Science and Technology

- BPS: CEO Succession and Its Impacts on Firm Exit from a Stock Market and Firm Financial Performance | Yangmin Kim, Sogang U.
- **BPS:** Oversimplified Relation Between Firm Performance and CEO Turnover: Evidence from China | **Kefei Ma**, Peking U.; **Neng Liang**, China Europe International Business School
- MC: Paradoxical Process in the Organizational Change of the CEO Succession: A Case Study from France | Slimane J Haddadj, U. of Lille 1

1126 : (Paper Session) - (IP) Applications of Resource Dependence Theory

10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C3 Facilitator: Laszlo Tihanyi, Texas A&M U.

- → ■IM: The Indigenization of International Subsidiary
 Management | Laszlo Tihanyi, Texas A&M U.; Anand
 Swaminathan, U. of California, Davis; Sarah A Soule, U. of
 Arizona
- OMT: Creating and Managing Dependences: How Industries Change | Kerem Gurses, IESE Business School; Fabrizio Ferraro, IESE Business School
- → ■BPS: Investing in Organizational Discretion. A Resource-Dependence Model of Corporate Political Behavior. | Miguel Alzola, Rutgers U.
- → IM: Globalizing the Chinese Business Enterprise: A Model of Organizational Alignment Requirements | Ilan Alon, Crummer Graduate School of Business, Rollins College; Theodore T Herbert, Crummer Graduate School of Business, Rollins College; J. Mark Munoz, Millikin U.
- **PaOB**: Boundary-Spanning Behaviour and Performance: Influence in a Business Services Setting | **Darline Vandaele**, Ghent U.; **Paul Gemmel**, Ghent U.

1127: (Paper Session) - (IP) The Impact of National Institutions on Industrial Structure

10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C4 Facilitator: **Frederick Guy**, Birkbeck, U. of London

- → SIM: Remedy for Now but Prevent for Tomorrow: The Deterrence Effects of Merger Policy Tools | Pedro Barros, U. Nova de Lisboa; Joseph A. Clougherty, Wissenschaftszentrum Berlin (WZB); Jo Seldeslachts, Wissenschaftszentrum Berlin (WZB)
- → ■IM: Intellectual Property: the (Contested) Foundation of the Global Liberalization Trade and Investment | Frederick Guy, Birkbeck, U. of London
- → OCIS: Multinational Diffusion Patterns and the Digital Divide | Dale Ganley, Michigan State U.
- ■IM: Varieties of Capitalism & Institutional Environments Tech Standards: Cellular Telephone Industry | Elizabeth A. Alexander, George Washington U.

1128 ⊕→: (Paper Session) - (MC) Investigations of the

Client-Consultant Relationship

10:30am - 11:50am Hyatt Regency Atlanta: Montreal

Chair: Claudine Kearney, University College Dublin

Discussants: Jeff Lowenthal, Northeastern State U.; Theodore Rosen, Geo. Wash. Univ. School of Business

- ©Consultants' Dual Leader-Member Exchange (LMX) Relationships: A Longitudinal Examination | Prajya Rakshit Vidvarthi. University of Illinois at Chicago
- Executive Career Paths and Attitudes Towards Consulting | Ginka Toegel, London School of Economics: Lauren Cain. London School of Economics and Political Science
- ₽©→ The Relationship Between Clients and Management Consultants: An Empirical Analysis | Ansgar Richter, European Business School; Sandra Niewiem, European **Business School**
- Pa The Value of Consultant-Client Relationships: Perspectives from Both Sides of the Fence | Stewart Arnold, Nanyang Technological U.; Doan Nguyen, U. of Queensland
- Winner of the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting

1129 : (Paper Session) - (MED) Current Issues in the **Business of Management Education**

10:30am - 11:50am Hyatt Regency Atlanta: International North - MED 1 Presented on panels 6-12

- ☐ → ⑤ Experience from a Business Student Case Writing Assignment | Douglas N Ross, Towson U.; Pavel Zufan, Mendel university; Al Rosenbloom, Dominican University
- Management Course: An Empirical Study | William Q Judge, U. of Tennessee; Detelin S Elenkov, U. of Tennessee, Knoxville
- Evaluating Gender Parity in Graduate Business Schools:1990 - 2000 | Harry Costin, Sup de Co La Rochelle
- □ ® "Real Life" and its Presentation in MBA Teaching Cases: How truthful are the cases? | Neng Liang, China Europe International Business School; Shu Lin, Peking U.
- Assessment for Learining in GB101 World of Business | Iris Berdrow, Bentley College; Andy Aylesworth, Bentley
- Business Unusual: A Pilot | Toni Ungaretti, Johns Hopkins U.; Lindsay Thompson, Johns Hopkins U.
- Understanding the Value of the MBA: A Program Type Comparison | Grady Bruce, California State U., Fullerton

1130: (Paper Session) - (MED) Optimizing Mangement Development

10:30am - 11:50am Hyatt Regency Atlanta: Spring Chair: Marie Wilson, U. of Auckland Discussant: James C Spee, U. of Redlands

- Probing Qualitative 360 Feedback for Insights on Leadership | Frank M Shipper, Salisbury U.; Jeanette Davy, Wright State U.
- ₽ All Forced Ranking Systems Are Not Created Equal: A Policy Capturing Study | Brian D. Blume, Indiana U., Bloomington; **Timothy Baldwin**, Indiana U., Bloomington; Robert S. Rubin, DePaul U.; William H Bommer, Cleveland State U

Winner of MED Division Best Paper in Management **Development (sponsored by Emerald Press)**

1131: (Paper Session) - (MED) Internships & Field Projects in Management Education

10:30am - 11:50am Hyatt Regency Atlanta: Techwood

Facilitator: Thomas Fletcher Hawk, Frostburg State U.

Pa → Determinants of Internship Effectiveness: An Exploratory Model | Vadake Narayanan, Drexel U.; Paul M Olk, U. of Denver; Cynthia Fukami, U. of Denver

- Learning by Doing: Small Business Consulting as a Form of Service Learning | Madeline M. Crocitto, SUNY College at Old Westbury
- □ → Experiential Learning: Significance in Reducing Workplace Demands & Master's HR Programs Disconnect. | Ted K Dass, U. of Cincinnati; Philip K Way, U. of Cincinnati

1132: (Paper Session) - (MH) American History: Leadership and Corporate Governance

10:30am - 11:50am Hilton Atlanta: Roosevelt

Chair: Thomas J Hench, University of Wisconsin-La Crosse Discussant: Michele A Govekar, Ohio Northern U.

The Executive's Role in Organizational Change: Lessons from Four U.S. Presidents | Thomas C Head, Roosevelt U., Chicago-Schaumburg; Peter Sorensen, Benedictine U.

Paul Hersey Award for Best Paper on Leadership

- Jeffersonian and Hamiltonian Organizations | Anil Nair, Old Dominion U.; David Ahlstrom, Chinese University of Hong Kong
- PaThe Nez Perce Leadership Council: A Historical Examination of Postindustrial Leadership | John Humphreys, Texas A&M U.
- Corporate Governance in the United States: A Brief History I Robert Ensign White, Arizona State U.

1133 : (Paper Session) - (MOC) Organizational Learning & **Unlearning in Crisis**

10:30am - 11:50am Atlanta Marriott Marquis: Imperial - Consulate Examines how processes of learning and unlearning operate in crises and norm violations.

Chair: Anna Rubtsova. Emory U.

Discussant: Deborah J Armstrong, U. of Arkansas

- ■Learning in Scientific Communities: Reference Group Norms and Information Withholding | Martine Haas, Cornell U.; Sangchan Park, Cornell U.
- Near-Miss Evaluation Bias as an Obstacle to Organizational Learning: Lessons from NASA | Robin Dillon-Merrill, Georgetown U.; Catherine Tinsley, Georgetown U.; Edward Rogers, NASA Goddard Space Flight Center
- ■Unlearning and Crisis Proneness: A Theoretical Integration & Extension | Zachary Sheaffer, Open U., Israel: Elena P Antonacopoulou, U. of Liverpool; Rita S Mano, Haifa U.

1134: (Paper Session) - (MOC) Relating in the Workplace II: Structural and Social Networks

10:30am - 11:50am Atlanta Marriott Marguis: Imperial - Summit Cognitive, social & structural Networks and their impact on interpersonal relating

Chair: John Stephan, Florida Atlantic U. Discussant: Christina Fong, U. of Washington

- "Connect the Dots" as a Self-propagating Linguistic Meme in a Loosely Coupled Network | Karen Ruth Detweiler, MITRE Corporation; James Douglas Orton, Michigan Technological U.
- Recognizing Social Capital in Social Networks: Experimental Results | Kathleen O'Connor, Cornell University; Stephen Sauer, Cornell U.
- Clandestine Ties: Hidden Pitfalls or Buried Social Capital | Troy A. Voelker, North Texas U.; Wm. Matthew Bowler, Oklahoma State U.
- ₱Producing Radical Ideas: Social Network Centrality and Individual Differences in Organizations | Anne Cummings, U of Minnesota Duluth

1135 SHCS: (MOC, OB, HR) Fostering and Assessing Managerial Intuition: On the Importance of Managing from the "Gut"

10:30am - 11:50am Hilton Atlanta: Grand Salon C

Organizers: Erik lan Dane, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign

The Cognitive Dimension of Management | Gary Klein, Klein Associates/Applied Research Assoc.

Unpacking, Assessing, and Developing Intuition and Analysis in Organizational Decision-making | Eugene Sadler-Smith, University of Surrey; Gerard P. Hodgkinson, U. of Leeds

The Role of Intuition in an Innovative Problem Solving
Technique | Marta Sinclair, Griffith U.; Alysia Hamilton, Griffith
U

Measuring Intuition: Assessing Where We Are and Where We Might Go | **Erik Ian Dane**, U. of Illinois, Urbana-Champaign

1136 ☐: (MSR) Linking Christian Theology and Spirit at Work

10:30am - 11:50am Hilton Atlanta: Paulding

Participants: David W. Miller, Yale U.; Andre L Delbecq, Santa Clara U.

1137: (OB) International Lounge

10:30am - 12:00pm Hyatt Regency Atlanta: Chicago A

A space for international members to make connections with Division members. International and non-international members, ioin us for a coffee.

Facilitators: Neal M. Ashkanasy, U. of Queensland; Donald L Ferrin, Singapore Management U.; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Daniel Skarlicki, U. of British Columbia

1138 : (OB) Felt But Not Seen: Leader Emergence, Behaviors, and Team Performance in Virtual Teams

10:30am - 11:50am Hyatt Regency Atlanta: Hanover E

Chair: Claudia C. Cogliser, Texas Tech U.

Discussants: **Surinder Kahai**, State U. of New York, Binghamton; **John J. Sosik**, Pennsylvania State U., Great Valley

Do Gender Differences Result in Leadership Differences?: A Study of Emergent Leadership Behaviors in Single-gender and Mixed-gender Virtual Teams | Laku Chidambaram, U. of Oklahoma; Traci Carte, U. of Oklahoma; Joanne Lim, U. of Oklahoma

Personality, Leader Emergence, and the Moderating Role of Attitudes Toward Technology in Virtual Teams | Traci Nyberg, U. of Oklahoma; Claudia C. Cogliser, Texas Tech U.; John Christian Broberg, Texas Tech University

Using Technology to Fix Broken Trust in Virtual Teams:
Lessons From Practicing Leaders | **Dominic Thomas**, Emory
U.; **Robert Bostrom**, U. of Georgia

1139: (Paper Session) - (OB) Conflict in Groups and Organizations

10:30am - 11:50am Hyatt Regency Atlanta: Hanover G

Chair: Tracey Rockett Hanft, University of Texas at Dallas Discussant: Daniel G Gallagher, James Madison U.

Reactions to Territorial Infringement | **Graham Brown**, Singapore Management U.; **Sandra L. Robinson**, U. of British Columbia

The Association between Conflict and Social Capital in the Organization | Wann-Yih Wu, National Cheng Kung U.; Man-Ling Chang, National Cheng Kung U.

The Dark Side of Self-Management Teams: A Longitudinal Study of the Structural Effects of Conflict | Claus W Langfred, Washington U.

Public Good Provision and Inter-Team Conflicts in Organizations | Tamar Kugler, U. of Arizona; Amnon Rapoport, U. of Arizona; Asya Pazy, Tel Aviv U.

1140: (Paper Session) - (OB) **Organizational Citizenship Behavior within the Supervisor-Subordinate Dyad**

10:30am - 11:50am Hyatt Regency Atlanta: Lenox Chair: Jenny M. Hoobler, U. of Illinois, Chicago Discussant: Dennis W Organ, Indiana U.

- Two Studies: Employee Attitude as a Modifier between Leader Behavior and Employee Helping Behavior | Clare Anne Francis, U. of North Dakota
- A Multilevel Examination of the Impact of Organizational Citizenship Behavior on Rated Performance | **Jennifer YM Lai**, The University of Hong Kong; **Simon Lam**, The University of Hong Kong
- The Egoistic and Altruistic Motivations of Organizational Citizenship Behavior | Ling Yuan, U. of Illinois, Chicago

1141: (Paper Session) - (OB) Leadership Effects on Individual or Organizational Performance

10:30am - 11:50am Hyatt Regency Atlanta: Manila

Chair: Amy E. Colbert, U. of Notre Dame

Discussant: Tjai M. Nielsen, George Washington U.

- Transformational Leadership and Organizational Performance: The Mediating Role of OCB and Debate | Sabine Boerner, U. of Konstanz; Silke Astrid Eisenbeiß, U. of Konstanz; Daniel Griesser, U. of Konstanz
- Leaders' Delegation Behavior and Subordinate Effectiveness in Chinese Organizations | Weiling Hsu, Chang Gang University
- LMX and Member Performance: Negative Feedback-Seeking Behavior and Empowerment Climate | **Ziguang Chen**, City U. of Hong Kong; **Wing Lam**, Hong Kong Polytechnic U.; **Jianan Zhong**, Zhejiang U.

1142 : (Paper Session) - (OB) Power and Politics

10:30am - 11:50am Hyatt Regency Atlanta: Piedmont

Chair: Claretha Banks, University of Arkansas

Discussant: Ronald J. Burke, York U.

Political Skill and Managerial Performance: Perceptions of Organizational Politics as a Mediator I William A. Gentry. Center for Creative Leadership; Jean Leslie, Center for Creative Leadership; Patricia J. Ohlott, Consultant; Joan C. Tavares, Center for Creative Leadership; Kathryn Cartner, Center for Creative Leadership

Politics, Political Skill, and Job Outcomes | Ken Harris, Indiana U. Southeast; Robyn L. Brouer, Florida State U.; K. Michele Kacmar, U. of Alabama

View from the Top: How Higher Status People React Toward Lower Status Others | Ya-ru Chen, Rutgers U., Newark; Steven Blader, New York U.

1143 : (Paper Session) - (OB) Deviant and Antisocial **Behavior**

10:30am - 11:50am Hyatt Regency Atlanta: Roswell Chair: Constant D. Beugre, Delaware State U.

Discussant: Maria Rotundo, U. of Toronto

- ■Mind Your E-Manners: Impact of Cyber Incivility on Justice, Emotions and Individual Responses | Vivien KG Lim. National U. of Singapore; Jen Yuin Chin, National U. of Singapore
- Reactions to Employee Theft: An Examination of Individual Differences and Situation Characteristics I James M. Schmidtke, California State U., Fresno
- The Role of Offender Malice and Greed in Behavioral Reactions to Social Undermining | Craig D. Crossley, U. of Nebraska, Lincoln
- Conducting Sensitive Research: Combining Implicit Goal Priming and the Unmatched Count Technique | Tangela Nichole Phillips, U. of Central Florida; Robert Folger, U. of Central Florida

1144 : (Paper Session) - (OB) Non-Traditional Work **Arrangements**

10:30am - 11:50am Hyatt Regency Atlanta: University Chair: Zoe Barsness, U. of Washington, Tacoma Discussant: Mary S. Logan, London School of Economics and Political Science

- → Temporary Employment and Well-Being: Role of the Psychological Contract and Other Mediating Factors. David E Guest, King's College, U. of London; Kerstin Isaksson. Arbetslivsinstitutet; Michael Clinton, King's College, U. of
- Combining Internal and External Motivation to Explain Performance of Independent Sales Reps | Susan Dustin, University of Iowa; Greg L Stewart, University of Iowa
- The Effect of Affect: How Emotional Contagion Impacts a Blended Work Environment | Lisa T. Stickney, Temple U.

1145 : (Paper Session) - (OB) Diversity in Organizations 10:30am - 11:50am Hyatt Regency Atlanta: Vinings

Chair: Donna Blancero, Touro U. International

Discussant: Miguel Quinones, U. of Arizona The Effect of Age on Motivation: Ironing out the Wrinkles in HR Theory and Practice | Madeleine McKechnie, U. of

- Queensland/Queensland U. of Technology; Robert Waldersee, QUT
- Trust: An Explanatory Mechanism in Disability Accommodation | Kelly Williams-Whitt, University of Lethbridae
- Asymmetric Reactions to Common Dialect Group Identity in Vertical Dyads in Chinese Organizations I Yaping Gong. Hong Kong U. of Science and Technology; Jiing-Lih Farh, Hong Kong U. of Science and Technology

1146 © JS: (OB, GDO) Examining Rater Agreement and Reliability: Must Disagreement be Invalid?

10:30am - 11:50am Hyatt Regency Atlanta: Hanover D

Discussant: Daniel Denison, IMD

Perceptions of Organizational Culture: Power as a Source of Variance | Sandy Lim, Singapore Management U.

- Understanding and Measuring Executive Team Dynamics: To Agree or Not Agree | Michael Ensley, Rensselaer Polytechnic
- Culture Variance Matters when Predicting Organizational Performance | Michael A Gillespie, Denison Consulting

1147 SHCS: (OB, MOC, CAR) When Work is a Calling: New **Directions in Work Orientation Research**

10:30am - 11:50am Hilton Atlanta: Grand Salon B

Chairs: Jennifer Tosti, New York U.; Amy Wrzesniewski, New

- If I Could Turn Back Time: Calling Orientation as a Buffer Against Occupational Regret | Amy Wrzesniewski, New York U.; Jennifer Tosti, New York U.; Janet Landman, Boston U.
- The Dark Side of Calling: Career Tunnel Vision I Shoshana **Dobrow**. Harvard U.
- A Prosocial Perspective on Work Orientation: Enjoying the World vs. Improving the World | Adam Michael Grant, U. of Michigan, Ann Arbor
- Integrating a Communitarian Approach with Individualistic Perspectives on Fulfilling Work | Teresa Cardador, U. of Illinois, Urbana-Champaign

1148 ■SHCS: (OB, OMT, OCIS) New Directions in Team Leadership Research

10:30am - 11:50am Hilton Atlanta: Grand Salon D

Chairs: Leslie A. DeChurch, Florida International U.; Christian J. Resick, Florida International U.

Discussant: Stephen J. Zaccaro, George Mason U.

Leadership Processes in the Development of Offshore Team Collaborations | Catherine Cramton, George Mason U.: Pamela Hinds, Stanford U

- Leading Strategic Alliances: An Exploration of Leadership Processes that Predict Alliance Success | Michelle Amy Marks, George Mason U.; Dave Luvison, Alliance Vista Corporation
- Shared Leadership and the Adaptation of Strategic Mental Models in Management Teams | Christian J. Resick, Florida International U.; Kenneth R. Randall, Florida International U.; Juanita Lopez, Florida International U.
- Defining the Challenge of Leadership in Multiteam Systems | Leslie A. DeChurch, Florida International U.

Shared Leadership: A Mechanism for Team Adaptation | Shawn Burke, University of Central Florida; Heather Priest, U. of Central Florida

1149: (Paper Session) - (OCIS) Virtual Teams & Virtual Work

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 2 - Magnolia Chair: Laura Dabbish, Carnegie Mellon University Discussant: Manju K Ahuja, Indiana University, Bloomington A Conceptual Framework of IT-Enabled Knowledge Integration in Virtual Teams | Olivier Caya, McGill U.; Alain Pinsonneault, McGill U.

- Orgnizational Capabiliies for Virtual Teamwork: A Strategic View of Virtual Team Effectiveness | N. Sharon Hill, U. of Maryland
- → Your Time Zone or Mine? Geographic Configurations, Global Team Coordination, and Project Outcomes | Alberto Espinosa, American U.; Jonathon N. Cummings, Duke U.; Cynthia Pickering, Intel Corporation
- Virtual work: Loneliness, Isolation and Health Outcomes | Marilyn Macik-Frey, U. of Texas, Arlington

1150: (Paper Session) - (OCIS) Ubiquitous Media
10:30am - 11:50am Atlanta Marriott Marquis: International 1
Chair: Nora Misiolek, Syracuse U.
Discussant: Ronald T. Cenfetelli, U. of British Columbia

publiquitous Email: Individual Experiences and Organizational Consequences of Blackberry Use | Melissa Mazmanian, Massachusetts Institute of Technology; Wanda J Orlikowski, Massachusetts Institute of Technology; JoAnne Yates, Massachusetts Institute of Technology

OCIS Division Best Paper Award - Finalist

- Ubiquitous Information Systems Access and Patient Care: Extending our Knowledge of "Fit" | Dorothea L Abraham, College of William and Mary; Marie-Claude Boudreau, University of Georgia; Richard Thomas Watson, U. of Georgia
- ☐ The Social Presence and Media Richness of Instant Messaging Among Young Adults | Stephen Kuyath, U of North Carolina - Charlotte; Susan Winter, U. of North Carolina, Charlotte

1151: (Paper Session) - (OCIS) IT Architecture and Organizational Flexibility

10:30am - 11:50am Atlanta Marriott Marquis: International 5

Chair: Arpan Jani, University of Wisconsin - River Falls

Discussant: John Chodacki, Boeing

Organizational IT Flexibility: Impact of Enterprise Architecture | **Wai Fong Boh**, Nanyang Technological U.

- ₽⇒ The Development of Architectural Ambidexterity: Information Technology in an Age of Hypercompetition | Jimmy Huang, U. of Warwick; Daniel P. Fasnacht, U. of Nottingham; Kenneth Starkey, U. of Nottingham; Susan Tempest, U. of Nottingham
- An Exploratory Study into the Nature and Causes of Information Technology Risk in Organizations | George Westerman, Massachusetts Institute of Technology
- → Building Ambidextrous Competences through Resource Integration: A Fitness Landscape Approach | Lih-Bin Oh, National U. of Singapore; Hock-Hai Teo, National U. of Singapore

1152 • (Paper Session) - (ODC) Change Agents:

Characteristics of the Leaders of Change
10:30am - 11:50am Hilton Atlanta: Board & Directors - ODC 1

10:30am - 11:50am Hilton Atlanta: Board & Directors - ODC 1

Presented on Panels 1-4

- Leadership Networks: Of Tribes, Teams and Dynamic Constellations | Mark P Kriger, Norwegian School of Management
- Building Sustainable Organisations:Implications for Change and Leadership | Suzanne Benn, U. of Technology, Sydney; Dexter Dunphy, U. of Technology, Sydney; Anne Elizabeth Ross-Smith, U. of Technology, Sydney
- The Role of the Change Manager at AstraZeneca, Macclesfield, UK | David Philip Spicer, University of Bradford
- Do CEOs' and Successions' Characteristics Significantly Influence Corporate Strategic Scope? | Nikolaos Kavadis, HEC Paris

- Utilizing Cognitive Mapping to Enhance Perception of the Diagnosis of Organizational Change | J Duane Hoover, Texas Tech U.
- Does CRM work at all? The Link between Employees' Commitment to Change and CRM Success in Banks | Philip Shum, U. of Melbourne
- Something to Hate? The Dark Side of Socially Constructed Reality, and Doing Something About It | Jimmy Brown, Benedictine University
- Building Merger Integration through Pre-merger Boundary Management: The Case of a Hospital Merger | Derek O'Byrne, Waterford Institute of Technology; Duncan Angwin, University of Warwick; Breda Kavanagh, Health Services Executive
- Sexploring Individual Readiness to Organizational Change | Maria Vakola, Athens U. of Economics and Business; Ioannis Nikolaou, Athens U. of Economics and Business

1154 ♥ → ●: (Paper Session) - (ODC) Transformations: Managing Large-scale Change

10:30am - 11:50am Hilton Atlanta: Board & Directors - ODC 3 Presented on Panels 18-20

- → The Triangular Model for Dealing with Organizational Change | Ruth Alas, Estonian Business School
- Radical Strategic and Structural Change: Occurrence, Antecedents, and Consequences | J. Daniel Wischnevsky, Fairleigh Dickinson U.; Fariborz Damanpour, Rutgers U. Winner of ODC Best Visual Paper
- ● Lessons for Managers and OD Professionals When

Implementing Large-Scale Transformative Change | Neil M. Boyd, Pennsylvania State U.

1155: (Paper Session) - (ODC) New Directions in ODC 10:30am - 11:50am Hilton Atlanta: Carter

Chair: Mario Francesco Benassi, University of Milano Discussant: Mario Francesco Benassi, University of Milano

- Emotional Intelligence and Organizational Change | Roy Kark Smollan, Auckland U. of Technology
- Path Dependency and Organizational Change | Joerg Sydow, Freie U. Berlin; Georg Schreyogg, Freie U. Berlin; Jochen Koch. Free U., Berlin
- Linking Stakeholders, Cross Community Knowledge and Practices | Ashley Braganza, Cranfield U.

1156 ©: (Paper Session) - (ODC) Understanding, Energizing, and Sharing Change

10:30am - 11:50am Hilton Atlanta: DeKalb Chair: Ted Sun. Ohio State U.

Discussant: Roxanne Zolin, Naval Postgraduate School

- Antecedents to Individual Readiness to Change | David Desplaces, U. of Hartford; Laura Lynn Beauvais, U. of Rhode Island; Terri Albert, University of Hartford
- A Little More Talk and a Lot More Action: Shaping Conversations that Energize Organizational Change | Marie E. Di Virgilio, Benedictine U.; James D Ludema, Benedictine U.
- The Changing Pattern of Knowledge Sharing on a Global Scale - The Perspective of Dynamic Capability | Sven Constantin Voelpel, International U. Bremen; Zheng Han, International U. Bremen
- Narrative and Time: Using Narrative Analysis to Understand Organizational Changing | Elden Wiebe, Saint Mary's U.

1157 ©: (Paper Session) - (ODC) Interorganizational Collaboration

10:30am - 11:50am Hilton Atlanta: Jackson

Chair: SHIRLEY ANN HAZLETT. Queens University Belfasst Discussant: R. David Fass, New Mexico State U

- Tradition and Interorganizational Collaboration: Anchorage and Architecture | Paul Hibbert, Strathclyde U.; Chris Huxham, Strathclyde U.
- ◆ Understanding Social Capital in Developing Collaboration for Project-based Organising | Richard Holti, Open University **Business School**
- Crganizational Change Actions of Non-dominant Firms in Inter-organizational Relationships | Hsianglin Cheng, Department of International Business, I-Shou University. ,Taiwan; Dah-Hsian Seetoo, National Chengchi U., Taiwan

1158 SHCS: (ODC, OCIS, MOC) Discourse Perspectives on Organizational Change

10:30am - 11:50am Hilton Atlanta: Grand Salon A

Organizers: Scott Sonenshein, U. of Michigan, Ann Arbor; Linda L. Putnam, Texas A&M U.

Facilitator: Jean M. Bartunek, Boston College

Introduction to Discourse Perspectives | Linda L. Putnam, Texas A&M U.

Applications of Organizational Discourse to New OD Practices David Stephen Grant, U. of Sydney; Robert J Marshak, American U.

Discourse as the Basis of Changes in Power: Re-theorizing Empowerment | Ryan Quinn, U. of Virginia

Making Meaning of Change Implementation: A Discourse View | Scott Sonenshein, U. of Michigan, Ann Arbor

1159: (Paper Session) - (OM) Improving Service Operations

10:30am - 11:50am Atlanta Marriott Marquis: Champagne

Chair: Helene Caudill, St. Edwards U.

Pacilitating Learning from Front-line Failures | Anita L. Tucker, U. of Pennsylvania

OM Division Chan Hahn Best Paper Award Finalist

- Structural and Infrastructural Drivers of Operational Performance in New York State Hospitals | Christopher McDermott, Rensselaer Polytechnic Institute; Gregory N. Stock, Northern Illinois U.
- Determinants of Consumer Satisfaction in B2B Service Industries: An Analytical Framework | Roland A. Boettcher, U. of Applied Science Bochum, Germany, Marco A. Gardini, International U. Bonn Bad Honnef

1160: (Paper Session) - (OM) Research and Practice in Operations Management

10:30am - 11:50am Atlanta Marriott Marquis: Rio Grande & MacKenzie Coffee Break at 10:10-10:30am. Sponsored by Dr. Andy Cwalina, Nova Southeastern University.

Chair: Janet L. Hartley, Bowling Green State U.

Publishing in OM: Does Scientific Paradigm Matter? I Harm-Jan Steenhuis, Eastern Washington U.; Erik J. de Bruijn, U. of Twente

- Management Fashion: An Examination of their Life Cycles and the Problem of Scholarly Lags I William R. Crandall, U. of North Carolina at Pembroke; Richard E. Crandall, Appalachian State U.; Mohammad Ashraf, U. of North Carolina at Pembroke
- Po Operations Management as a Problem-solving Discipline | Jan Holmstrom, Helsinki U. of Technology; Ari-Pekka Hameri, HEC. U. of Lausanne: Mikko Ketokivi. Helsinki U. of Technology

1161 ©: (Paper Session) - (OMT) Knowledge Management and Strategy

10:30am - 11:50am Atlanta Marriott Marguis: International 2

Chair: Julia Balogun, Cass Business School, City University

- Organizational Boundaries | Julia Balogun, Cass Business School, City Univeristy; Paula Jarzabkowski, Aston Business
- Innovation in the Aerospace Industry: the role of Communities of Practice | Nicolas Rolland, CERAM
- Knowledge Sharing Strategies Theoretical Perspectives and Empirical Illustrations | Peter Holdt Christensen, Copenhagen Business School; Soeren H. Jensen, Copenhagen **Business School**
- How do Organizations Create Knowledge about their Competitive Environment? A Longitudinal Analysis | Cecile Belmondo, U. de lille 1 - iae

1162: (Paper Session) - (OMT) Evolution and Legitimacy in Organizational Fields

10:30am - 11:50am Atlanta Marriott Marquis: International 3 Chair: Markku Moilanen, Helsinki U. of Technology Evolution of Deregulated Industries: Finnish Electric Power Industry 1889-2004 | Markku Moilanen, Helsinki U. of Technology

- De-Stabilization and Re-Stabilization in Mature Fields: Niche Logic Spill Over to Mainstream Markets I Laura Mary Jerfino. McGill University
- ■The Development of the Management Consultancy Business: Beyond the Fashion Perspective | Matthias Kipping, Schulich School of Business, York U.; lan Kirkpatrick, U. of Leeds
- ₽→Pre-Founding Experience and Organizational Form Transformation: The Case of Israel's Wine Industry | Tal Simons, Carnegie Mellon U.; Peter W Roberts, Emory U.

Organizational Design

10:30am - 11:50am Atlanta Marriott Marguis: International 4 Chair: Alexander Alscher, U. of St. Gallen

- Cohabitation of Cross-functional and Traditional Structures: Development of an Integration Model | Jocelyne Gélinas, U du Québec à Chicoutimi
- Patterns of Resource Allocation An Empirical Application of Complexity and Chaos Theory | Alexander Alscher, U. of St. Gallen; Matthias F. Brauer, U. of St. Gallen; Torsten Schmid, U. of St. Gallen
- ■Towards Open-Sourced Design: Digital Media and the Potential for Organizations to Evolve | Quintus Jett, Dartmouth College; Liisa Valikangas, Woodside Institute
- Ownership Structure and Size Dynamics: Implications for Architectural Change in Organizations | Lihua Wang, Columbia U.

Innovation and Creativity: The Role of Networks and **Communities of Practice**

10:30am - 11:50am Atlanta Marriott Marquis: International A Chair: Samuel Phineas Upham, U. of Pennsylvania

- Knowledge Creation | Samuel Phineas Upham, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania; Lyle Ungar, University of Pennsylvania
- ■A Relational Perspective on Individual Creative Performance | Gino Cattani, New York U.; Simone Ferriani, U. of Bologna
- Market-like Solutions for Accessing Resources inside Organizations: A Social Network Perspective | Mats Lingblad, Singapore Management U.
- ₽The Social Underpinnings of Absorptive Capacity: Social Networks and Individual Innovativeness | Marco Tortoriello, Carnegie Mellon U.

1165 : (Paper Session) - (OMT) The Embeddedness of Work and Employment Relations: Linkages to Institutions, Culture, and Community

10:30am - 11:50am Atlanta Marriott Marguis: International B Chair: Woody Van Olffen, Maastricht U.

■On the Move: A Review and Critical Assessment of the Inter-organizational Migration Literature | Woody Van Olffen, Maastricht U.; Anneke Evers, Maastricht U.

- → Occupational Training Equal Opportunity, Strategy or Institutionalized Practice? | Nikolaus Beck. Erfurt U.: Ruediger Kabst, U. of Giessen; Peter Walgenbach, Erfurt U.
- Professionalization Within an Organization: The Case of Purchasing | Heng Xu, Massachusetts Institute of Technology
- Client Embeddedness of Service Professionals | Roxana Barbulescu, INSEAD: Charles D. Galunic, INSEAD: Ben M. Bensaou, INSEAD; Claudia D. Jonczyk, ESCP-EAP European School of Management

1166: (OMT) Rhetorical Theory and Processes of Organizational Change

10:30am - 11:50am Atlanta Marriott Marquis: International C

Truces and Transformations: Discourse and Policy in the Transformation of Institutional Logics | Mark Kennedy, U. of Southern California

Rhetoric Context and Changing Strategic Commitment | John Sillince, Aston U.; Paula Jarzabkowski, Aston Business School The War of the Words: Repetoires of Valuation and the Status of Security Analysts | Klaus Weber, Northwestern U. Institutional Semiotics: The Rhetoric of Interorganizational Communication | Sheila Goins, University of Iowa Participants: Roy R Suddaby, Alberta U.; Royston Greenwood, U. of Alberta; Paul M Hirsch, Northwestern U.; Simona Giorgi, Northwestern U.

1167 ©: (Paper Session) - (OMT) Issues in Strategy and Trust

10:30am - 11:50am Atlanta Marriott Marquis: Marquis Salon IV - OMT 1 Presented on panels 26-30

- Agency theory, risk allocation and supplier relations in the Italian Air Conditioning Industry | Andrea Furlan, U. of
- Strategizing Human Resource Practices in the Knowing Communities: a Post-Modern Approach | Emilio Bellini, University of Sannio
- Short Term Dyadic Strategic Alliances: A Neo-Classical Perspective | **Stephane J Bignoux**, Macquarie U., Sydney
- Prescriptions for Evaluating Managerial Choices | Michael K Moch, Michigan State U.
- The Weakness of Weak Ties: Social capital and escalation of commitment to real options | Michael Alan Sacks, Emory U.; Russell Coff, Emory U.; Kevin Laverty, U. of Washington, Bothell

1168 (Paper Session) - (OMT) Studying Networks in **Organizations**

10:30am - 11:50am Atlanta Marriott Marquis: Marquis Salon IV - OMT 2 Presented on panels 21-24

- → Network Extensibility: Creating Entrepreneurial Networks in China's High-Technology Sector | Xiaohui Lu, U of Pennsylvania
- The Middle of the Middle: Evidence of the Effects of Networks on Intra-Organizational Learning | Jordi Comas, Bucknell U and IESE Business School

- Short-Term Labor Market Uncertainties | Valery Yakubovich, U. of Chicago
- Knowledge Sharing in Interorganizational Networks: The Effects of Network Stability and Density I Yio-Eih Shih. Cheng-Shiu U./I-Shou U.; Julia L. Lin, I-Shou U., Taiwan

1169: (Paper Session) - (ONE) Pressures for Environmental Change

10:30am - 11:50am Hilton Atlanta: Madison

Facilitator: Deborah Rigling Gallagher, Duke U.

Discussants: W Edward Stead. East Tennessee State U.: Timothy M. Smith, U. of Minnesota

- Adopting Proactive Environmental Practices: The Influence of Stakeholders and Organizational Size | Nicole Darnall, George Mason U.; Irene Henriques, York U.; Perry Sadorsky, York U.
- Talking Green: Organizational Environmental Communication as a Legitimacy-Enhancement Strategy | Deborah Philippe, **HEC Paris**
- The Role of Industry and Uncertainty in Regulatory Pressure and Environmental Strategy | Volker H. Hoffmann, ETH Zurich; Thomas Trautmann, ETH Zurich

Winner of ONE Division Best Paper Award

→ Understanding Corporate Sustainability: Recognizing The Impact Of Corporate Governance Systems | Sally Hall-Thompson, U. of Queensland; Nardia Haigh, U. of Queensland; Andrew Griffiths, U. of Queensland

1170 ⊕→ • (Paper Session) - (PNP) Issues in Public & **Nonprofit Management**

10:30am - 11:50am Hilton Atlanta: Board & Directors - PNP Presented on Panels 11-17

Discussant: Eric C. Martin, Eastern Connecticut State U.

- Turnover, Performance, and Human Resource Management in the Public Sector | Yongbeom Hur, U. of Kentucky
- Resiliency Studies in Public Sector: Individual Resilience under Three Categories of Stress | Laura Riolli, California State U., Sacramento; Victor Savicki, Western Oregon U.
- Money | Olli A.T. Vuola, U. of Lausanne
- Views from Partnership Practitioners | Muhittin Acar, Selcuk U.; Chao Guo, Arizona State U.; Kaifeng Yang, Florida State U.
- An Empirical Examination of the Upper Echelon Theory in the Public Sector I Noushi Rahman, Pace U.: Fabiha Naumi. City University of New York
- Media on Government Decision Making Under Crisis I Ravindra Singh Bangari, Fellow (Indian Institute of Management Bangalore)
- → ◆ Antecedents of e-Government Development and e-Participation: A Global Perspective | Shirish C Srivastava, National U. of Singapore; Thompson SH Teo, National U. of Singapore

1171 **• •** (Paper Session) - (PNP) **Public Policy**: Advocacy, Political Behavior & Decision Making

10:30am - 11:50am Hilton Atlanta: Douglas

Chair: Gregory D. Saxton, State U. of New York, Brockport Discussant: Andy Whitford, University of Georgia Equifinality in the Probability of Nonprofits to Advocate I Richard Michael Clerkin, North Carolina State U.

- ₱The Management of State Pension Funds | Siona Listokin. U. of California, Berkeley
- Taxes/Fees: A Public Education Experiment | Juita-Elena Yusuf, U. of Kentucky; Lenahan O'Connell, U. of Kentucky
- External Legitimacy, Goal Congruence, & Effective Resistance of Organizational Partnerships | Chang Bum Ju,

1172 **○ •**: (Paper Session) - (PNP) Nonprofit Human Resource Management: Volunteers & Executives

10:30am - 11:50am Hilton Atlanta: Monroe

Chair: Joanne G. Carman, University of North Carolina-Charlotte

- ₽ Gift Exchange Between the Employer and Volunteer Organization: Utilizing Employees as Intermediaries | Jonathan Edward Booth, U. of Minnesota, Twin Cities; Kyoung Won Park, U. of Minnesota
- Performance for the Public Concern: Understanding Volunteer Performance in a For-Profit World I Jaime Henning, Texas A&M U., College Station; Ann Huffman, Northern Arizona University
- A Taxonomy of Volunteer Management Practice in Community Sport Organisations | Tracy Lynn Taylor. U. of Technology, Sydney; Graham Cuskelly, Griffith U; Russell Hoye, La Trobe U.; Simon Darcy, U of Technology, Sydney Explaining Executive Compensation in Nonprofit Human Service Organizations | Eric C Twombly, Georgia State U.

1173: (Paper Session) - (RM) Issues in and Applications of Measurement Invariance Testing

10:30am - 11:50am Atlanta Marriott Marquis: Chablis & Picard Chair: Jennifer Bott. Ball State U.

Discussants: Steve Scullen, Drake U.; Charles Lance, U. of

The Utility of Alternative Fit Indices in Tests of Measurement Invariance | Adam W. Meade, North Carolina State U.; Emily C. Johnson, North Carolina State U.; Phillip W. Braddy. North Carolina State U.

Sage Publications/RM Division Best Paper Winner Howestigating Susceptibility of Measurement Invariance Tests: The Effects of Common Method Variance | Marcus M. Butts, U. of Georgia; Robert J. Vandenberg, U. of Georgia; Larry J. Williams, Virginia Commonwealth U.

Sage Publications/RM Division Best Student Paper Winner Introducing the Latent Congruence Model for Assessing Similarity and Fit in Organizational Research | Gordon W Cheung, The Chinese U. of Hong Kong

A Scenario-Based Questionnaire Measuring Individual-level Culture in the Domain of Entrepreneurship | Christine Koenig, Giessen U.; Holger Steinmetz, Giessen U.

1174: (Paper Session) - (RM) Ethnography, Case Study and Critical Realism as Tools for Knowledge Generation

10:30am - 11:50am Atlanta Marriott Marquis: Rhine & Savoy

Chair: Rossana C. Alvarez-Diemer, New Mexico State U. Discussants: Anne D. Smith, U. of Tennessee, Knoxville; Cynthia Jane Bean, U. of South Florida

- A Case for Complex Representation of Complex Action in Organizational Research | **Senem Guney**, State U. of New York, Albany
- → International Management Research as
 Autoethnography | Neri Karra, London School of Economics
 and Political Science
- □ → ■Universalism and Particularism of Academic Knowledge in Transcultural Dialogues: A Paradox | Nobuyuki Chikudate, Hiroshima U.
- What Is Critical Realism? A General Introduction to Its Concepts and Implications for Research | **Michael Cuellar**, Georgia State U.
- 1175 : (Paper Session) (SIM) Stakeholder Theory

10:30am - 11:50am Hilton Atlanta: Crystal Ballroom A & F

Chair: Thomas M. Jones, U. of Washington

- Stakeholders and Common Agents:Implications of an Integration of Two Strategic Theories | **Heather Elms**, Georgetown U.; **Shawn Berman**, Santa Clara U.
- PhA Longitudinal Examination of Significant Change in Stakeholder Management | Christine Shropshire, Arizona State U.; Amy Hillman, Arizona State U.
- A Dynamic Model of Stakeholder Management | Michael E Johnson-Cramer, Bucknell U.; Shawn Berman, Santa Clara U.

1176: (SIM) Leadership, Ethics, and Integrity

10:30am - 11:50am Hilton Atlanta: Crystal Ballroom B & E

Organizer: Michael E. Brown, Pennsylvania State U., Erie Role Modeling and Ethical Leadership | Michael E. Brown, Pennsylvania State U., Erie; Linda K Trevino, Pennsylvania State U.

- The Attribution of Leader Integrity: A Model and Empirical
 Test | Kevin B. Lowe, U. of North Carolina, Greensboro; John
 Cordery, U. of Western Australia; Tim Conversi, U. of Western
 Australia
- The Impact of Honesty and Value Congruence on Leadership Perceptions | Steven Grover, U. of Otago; Tresna Hunt, U. of Otago
- The Effect of Leader-driven Organizational Values and Individual Values on Climate Strength | Marshall Schminke, U. of Central Florida; Maribeth Kuenzi, U. of Central Florida
- 1177 : (Paper Session) (TIM) Interorganizational Networks
 10:30am 11:50am Atlanta Marriott Marquis: Cluster 5 Monte Carlo

Chair: Valerie Claude-Gaudillat, AUDENCIA NANTES.Ecole de Management

Discussant: Anuja Gupta, U. of Pennsylvania

■Small-Worlds, Ridge-Structures, & Community-level Effectiveness in Integrating Distributed Knowledge | Gwendolyn Kuo-fang Lee, U. of Florida

- Innovation Processes and Intra- and Inter-organizational Networks | **Srikanth Paruchuri**, U. of Florida
- Exploring the Antecedents of Boundary Object
 Technological Change in Interorganizational Networks |
 John E. Taylor, HEC Lausanne
- Environmental and Inter-organizational Determinants of Business Network Embeddedness | Chung-Jen Chen, National Cheng Kung U.; Lien-Sheng Chang, Diwan College of Management

1178: (Paper Session) - (TIM) Knowledge Management

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 5 - Riviera

Chair: Mattia J Gilmartin, Insead HMI

Discussant: David A. Kirsch, U. of Maryland

Transferring Knowledge through Licensing: Which Contractual Features Affect the Value of Knowledge? | Andreas Bausch, International U. Bremen; Christian Grube, International U. Bremen

- Nanothickets and Nanopools: A Small Suggestion for Promoting Innovation | **Gavin Clarkson**, U. of Michigan, Ann Arbor; **David DeKorte**, U. of Michigan, Ann Arbor
- Knowledge Management and Product Innovation Performance: A Conceptual Model | Junfeng Zhang, Temple U.; Scott Hoenig, Monterey Institute of International Studies; Anthony Di Benedetto, Temple U.
- ₱●Mechanisms for Knowledge Management Systems Effectiveness: Evidence from the Silicon Valley. | Hind Benbya, U. of California, Los Angeles

1179: (Paper Session) - (TIM) Innovation, Organizations and Market Creation

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 5 - Shangri-La Chair: Pamsy Hui, Nanyang Business School Discussant: Tim Simcoe, U. of California, Berkeley When is Innovation Good for Organizations? A Multi-Contingency Approach | Yang Fan, London Business School The Role of Risks and Benefits in Perceptions of Technologies: The Case of Nanotechnology. | Juan M. Madera, Rice U.; Steven C Currall, University College London/London Business School; Eden King, Rice U.; Stacey

- Turner, Rice U.

 Does Innovation Management in Project-based Firms Have to be Different? | Floortje P. Blindenbach-Driessen, Erasmus U.: Jan Van Den Ende. RSM Erasmus Univ.
- ■Fear, Frames and Trust: Institutional Entrepreneurship in Support of Nanotechnology | Kathryn Aten, U. of Oregon

1180: (Paper Session) - (TIM) **Technological Capabilities** and **Resources II**

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 5 - South Hampton Chair: Majid Aramand, Doctoral Student, Dept. of Management Discussant: Mary J. Benner, University of Pennsylvania

→ Who is Innovative in the Italian Manufacturing Sector? An Econometric Analysis at the Firm Level | Cristiano Zazzara, EPFL

Incumbent Entry into a Radical New Product Arena:
Organizational and Managerial Dynamic Capabilities |

- Jamie P. Eggers, Wharton, U. of Penn; Sarah Kaplan, U. of Pennsylvania
- ■The Effects of R&D, Advertising and Employee Salary on the Firm Performance: A Resource Base View | Sue-Chin Yang, National Cheng Kung U.; Hsin-Hong Kang, National Cheng Kung U.

Does Industry or Firm Better Explain Venture-backed Firm Performance? | Richard Kum-Yew Lai, Harvard U.

Tuesday 12:00PM

1181: (AAA) Presidential Luncheon: "Quest for an **Engaged Academy**"

12:00pm - 2:15pm Hyatt Regency Atlanta: Centennial Ballroom President Tom Cummings will address the Academy on the "Quest for an Engaged 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 Perspectives, Journal, Review, and Learning & Education 2006 Best Paper Awards will be announced by President-Elect Ken G. Smith.

Distinguished Speaker: Thomas G. Cummings, U. of Southern California

Chair: Ken G. Smith, U. of Maryland

Tuesday 2:15PM

1182: (AAA) Conference Registration

2:15pm - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Reg. Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

Tuesday 2:30PM

1183: (AAA) Membership Debriefing Meeting

2:30pm - 3:50pm Hyatt Regency Atlanta: Chicago A Organizer: Regina Greenwood, Kettering U.

1184 > (AAS) Management in an Age of Disruption

2:30pm - 3:50pm Atlanta Marriott Marquis: International 6

Leaders from three perspectives: global business; government security; & non-governmental initiatives focus on complex disruptions.

Introduction: Timothy Michael Devinney, Australian Graduate

School of Management

Chair: Art Kleiner, Booz Allen Hamilton

Discussant: C K Prahalad. University of Michigan

Participants: Paul Leonard. Habitat for Humanity: Dov Zackheim.

Booz Allen Hamilton

1185 ■: (AAS) Environmental Jolts Revisited: Katrina and the Mississippi Coast Disaster

2:30pm - 3:50pm Atlanta Marriott Marguis: International 7

The speakers will describe the planning before the hurricane and the events that actually occurred afterwards. Q & A from Discussants & Aud.

Introduction: **Sharon Topping**, U. of Southern Mississippi Discussants: Alan D. Meyer, U. of Oregon; Michael A. Hitt, Texas A&M U., College Station; Joseph Peyrefitte, U. of Southern Mississippi; Jennifer Marlene Sequeira, U. of Southern Mississippi;

Jon C. Carr, U. of Southern Mississippi; Brian Gregory, U. of Southern Mississippi

Speakers: Donn Mitchell, Isle of Capri Casinos; Anthony Topazi, Mississippi Power; Kenneth Zantow, U. of Southern Mississippi

1186 ●: (AAS) Beyond the Bottom Line: What Really **Matters in Organizations?**

2:30pm - 3:50pm Hilton Atlanta: Grand Ballroom D

Organizers: Kathleen M. Sutcliffe. U. of Michigan, Ann Arbor: Kathryn Dekas, U of Michigan Ann Arbor

Organizational and Individual Thriving/Growth | Gretchen M.

Spreitzer, U. of Michigan, Ann Arbor Organizational Routines and Resourcefulness | Martha S. Feldman, U. of California, Irvine

Resilience and Meaning Making | Mary Ann Glynn, Emory U. Corporate Social Responsibility | James P Walsh, U. of Michigan, Ann Arbor

Traditional Market/Financial Outcomes I Gerald F Davis. U. of Michigan, Ann Arbor

Presenters: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Kathryn Dekas, U of Michigan Ann Arbor

1187 ■: (Paper Session) - (BPS) **Dynamic Capabilities**: Fishing in External Knowledge Pools (Accessing Outside Expertise)

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Bonn Chair: Manish K. Srivastava, Virginia Tech Facilitator: Maryanne P Feldman, U. of Toronto

Scientists' Academic Status and Alliance Formation between Pharmaceutical and Biotechnology Firms | Ithai Stern, Northwestern U.; Janet M Dukerich, U. of Texas, Austin

Research and Profits in the French Biotech Industry I Rodolphe Durand, HEC Paris; Vincent Mangematin, INRA/UPMF; Olga Bruyaka, E,M. Lyon

Companies Use CERN for Business Development | Olli A.T. Vuola, U. of Lausanne

Contracting Between Corporate Sponsors and Academic Researchers | Janet E.L. Bercovitz, U. of Illinois, Urban-Champaign; Beverly B. Tyler, North Carolina State U.

1188: (Paper Session) - (BPS) New Ventures and Governance: TNT, TMTs & Other Explosive Issues (Top Mgt Team Composition)

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 3 - Cabinet

Chair: Jean McGuire. Concordia U.

Facilitator: Wm Gerard Sanders, Brigham Young U.

Risk Avoidance or Deep Experience: Top Management Team Tenure And Investment Timing Decisions | James Henderson, Babson College, Karel Cool, INSEAD

Expertise vs. Novelty: Schemas of the Top Management Team in Opportunity Identification | Kun Liu, U. of Utah: Jun Li, U. of New Hampshire

Corporate Governance Standards for German Listed Companies: Do Family and Non-family Firms Differ? | Axel v. Werder, Technical U., Berlin; Till Talaulicar, Technical U., Berlin; Talip T. Yenal, Technical U., Berlin

The Likelihood and Cost of Last-Minute Hiring of Prestigious Executives and Directors Prior to IPO | Guoli Chen, Pennsylvania State U.; **Tim Pollock**, Pennsylvania State U.

1189: (Paper Session) - (BPS) Diversification/M&A: Rotten to the Core Comptetence?

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - London

Chair: Cid Goncalves Filho, FUMEC U.

Facilitator: David J Collis, Harvard Business School

₱Corporate Diversification and Technological Resources
Dynamics in an Organic Growth Context | Francisco Javier
Forcadell, Universidad Rey Juan Carlos; César AlonsoBorrego, Universidad Carlos III de Madrid; Luis Angel GuerrasMartin, Universidad Rey Juan Carlos

■ Martin Carlos

■ Marti

- → ■Don't Spread Competence Too Thin:Risk and Return of Global Contractual Suppliers | Chia-Wen Hsu, National Taiwan U.; Ji-ren Lee, National Taiwan U.; Heng-Yih Liu, Yuan Ze U.
- Policy, and the Value of a Firm. | Tyson Brighton Mackey, Texas A&M U.
- The Rational Tradeoff between Corporate Scope and Profit Margins | Daniel Levinthal, U. of Pennsylvania; Brian Wu, U. of Pennsylvania

1190 : (Paper Session) - (BPS) Competitive Advantage: Drawing a Link Between Causal Ambiguity and Performance?

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 3 - State

Chair: Lynn W Bakstran, Boston U.

Discussant: Adelaide Wilcox King, U. of Virginia

- An Exploration of the Impact of Causal Ambiguity within the Firm | Veronique Ambrosini, Cranfield U.; Cliff Bowman, Cranfield U.
- ☼ Causal Ambiguity, Operating Complexity and Strong Capability-Based Advantages | Michael Ryall, Melbourne Business School
- Resource-Based View: A Study Of The Food Industry In Brazil | Ricardo Loureiro, MACKENZIE U.; Leonardo Fernando Basso, U. Mackenzie; Herbert Kimura, U. Presbiteriana Mackenzie

1191 : (Paper Session) - (BPS) Strategy Process: Group Dynamics in the Boardroom

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Ronald Wood, Marist College

Facilitator: Tina Dacin, Queen's U., Canada

To Agree Or Not To Agree? A Meta-Analytical Review Of Strategic Consensus And Performance | Franz W. Kellermanns, Mississippi State U.; Jorge Walter, Portland State U; John C. Shaw, Mississippi State U.; Christoph F. Lechner, U. of St. Gallen; Steven W Floyd, U. of St. Gallen

The Effect of Strategic Decision Process and Information Source on Strategy Content | Michael G Hendron, U. of Texas, Austin; James W Fredrickson, U. of Texas, Austin

Conflict, Politics and Learning in Top Group Interactions | Lisa Blough, U. of Connecticut

Dominant CEO, Deviant Strategy, and Extreme Performance | **Jianyun Tang**, U. of Western Ontario; **Mary M Crossan**, U. of Western Ontario; **Glenn Rowe**, U. of Western Ontario

1192 **(BPS)** Creating Actionable Knowledge about Research Methods in Strategic Management

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Zurich

Chairs: David Ketchen, Auburn U; Donald D Bergh, Purdue U.

Analysis of Extremes in Management Studies | Joel A.C. Baum, U. of Toronto; Bill McKelvey, U. of California, Los Angeles

Upper Echelons Research: A Guide to Construct and Measurement Challenges | Gregory P Reilly, U. of Wisconsin, Madison; Mason A Carpenter, U. of Wisconsin, Madison

Thoughts on a Micro-Foundations Project for Strategic Management | **Teppo Felin**, Brigham Young U.; **Nicolas Foss**, Copenhagen Business School

Formative Measurement Models In Strategic Management Research | Nathan Philip Podsakoff, U. of Florida; Wei Shen, U. of Florida; Philip M Podsakoff, Indiana U.

1193: (Paper Session) - (BPS) Innovation and Governance: Stakeholders Out of Control?

2:30pm - 3:50pm Atlanta Marriott Marquis: International 10 *Chair:* **Ian Larkin**, U. of California, Berkeley *Facilitator:* **Jack A Nickerson**, Washington U.

- → The Variable Influences of Global Institutional Ownership on R&D Investments in Korean Firms | Young Rok Choi, Singapore Management U.; Toru Yoshikawa, Singapore Management U.; Shaker A. Zahra, U. of Minnesota; Bong Hee Han, Ajou U.
- The Changing Governance of Knowledge in Avionics | Virginia Acha, SPRU University of Sussex; Stefano Brusoni, Bocconi U.
- → Corporate Governance and Innovation in Emerging Economies: An Empirical Study of Korean Firms | Soo Hee Lee, Birkbeck College, U. of London; Suk Bong Choi, Birkbeck College, U. of London
- Corporate Governance, Shareholder Rights the Innovative Output of Firms | Jeffrey S. Sugheir, Rensselaer Polytechnic Institute; Iftekhar Hasan, Rensselaer Polytechnic Institute; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

1194: (Paper Session) - (BPS) Networks: Trust That This Will Be a Good Session

2:30pm - 3:50pm Atlanta Marriott Marquis: International 8

Chair: Hussam Ahmad Al-Shammari, U. of Texas, Arlington Discussant: Mark de Rond, Cambridge U.

Cooperation as Calculation? Three Origins to Trust and Relational Norms | Laura Poppo, Virginia Tech; Kevin Zheng Zhou, Hong Kong U.; Sungmin Ryu, Suffolk U.

Revisiting Trust and Control: Influence on Relationship Performance | Ayse Elif Sengün, Baskent U.; S. Nazli Wasti, Middle East Technical U.

The Determinants of Inter-firm Trust in Sino-Foreign Cooperation | **Xie En**, Xi'an Jiaotong U; **Yuan Li**, Xian Jiaotong U.; **Hock-Hai Teo**, National U. of Singapore

1195 **②**: (Paper Session) - (BPS) Governance: TMT Aggressiveness, Potency and other Boardroom Skills

2:30pm - 3:50pm Atlanta Marriott Marquis: International 9

Chair: Miguel A. Ariño, IESE, U. of Navarra

Facilitator: Robert E. Hoskisson, Arizona State U.

- №Building Competitive Advantage: The Roles of Upper Echelons and Competitive Aggressiveness | Hao-Chieh Lin, Shu Te U.
- Mentoring and Monitoring: Boards of Directors in New Ventures | **Noam Wasserman**, Harvard U.; **Warren Boeker**, U of Washington Seattle
- ■TMT Potency and Strategic Decision-Making Speed: The Critical Role of Motivation | Kevin Clark, Villanova U.; Patrick G. Maggitti, St. Joseph's U.
- → Top Management Team Characteristics and Performance of SMEs | Ajai Gaur, National U. of Singapore; Florian Schmid, Not Specified; Andrew Delios, National U. of Singapore

1196 (Paper Session) - (BPS) **Industry Dynamics**: **Visualizing Competition**

2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - BPS 1 Presented on Panels 1-13

- On the Timing of Corporate Restructuring Activity | Naga Lakshmi Damaraju, Ohio State U.; Robert Kieschnick, U of Texas at Dallas
- Internal Growth, Tobin's q and Corporate Diversification | Fan Xia, U. of California, Los Angeles; Richard Rumelt, U. of California, Los Angeles
- The Influence Of Geography On Firms' Resource Positions | Andac Arikan, Florida Atlantic U.
- How Does Group Affiliation Make A Difference in Performance? Ownership versus Institutional Voids | Xufei Ma, National U. of Singapore
- ⊕ →
 Embeddedness or Imperfect Market? Changing Importance of Guanxi in Doing Business in China | Jianjun Zhang, Peking U.
- Price and Value: 3G Auctions from a Psychological lens | Shahzad Mumtaz Ansari, Erasmus U.; Sigrid De Wever, Rotterdam School of Management - Erasmus U.
- Does Industry Matter Much? Examining the Sources of Superior Performance in Taiwan's IT Sectors | Yi-Min Chen, National U. of Kaohsiung
- Going the Distance in Agglomeration Research: Why the 'New Economic Geography' Won't Get Us There | Lawrence A. Plummer, U. of Colorado, Boulder
- Towards a Taxonomy of Competitive Actions: Preliminary Evidence from Three Industries | Tomi Samuli Nokelainen, Tampere U. of Technology
- Strategies of Intermediation and the Dynamics of Markets Relations: The Internet Boom Revisited | Corentin Curchod, U. of Paris I Sorbonne
- Geographical Location, Social Capital, and Innovation in the US Biopharmaceutical Industry | Turanay Caner, U. of Pittsburgh; John E Prescott, U. of Pittsburgh

Absorptive Capacity Volumes: Flows and Stocks in Industry Performance Framework | Avi Fiegenbaum, Technion U.; Sara Lev, INSEAD; Aviv Shoham, U. of Haifa

1197 (Paper Session) - (BPS) Diversification/M&A: A Magical Visual Tour

2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - BPS 2

Presented on Panels 14-20

- Are Experts Good for Firms? | Patrizia Porrini, Long Island U.
- Corporate Governance and Financial Performance: Business Groups and Profitability | Svetlana Poukliakova, Simon Fraser U.; Daniel Shapiro, Simon Fraser U.
- → International Diversification Decisions In Family-Controlled Public Corporations | Marianna Makri, U. of Miami; Luis R. Gomez-Mejia, Arizona State U.; Martin Larraza-Kintana, U. Pública de Navarra
- Learning Dynamisms and Acquirer Performance in Exceptionally Large Acquisitions | Tomi MM Laamanen, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology
- Diversifying to Exploit Resources: Adapting Product-Market Boundary to Maximize Firm Value | Peter Hwang, National U. of Singapore; Gang Li, National U of Singapore
- Path of Corporate Diversification and Firm Performance | Thomas Hutzschenreuter, WHU - Otto Beisheim School of Management; Fabian Guenther, Otto Beisheim Graduate School of Management (WHU)
- Diversification, Internal Transactions & Firm Economic Performance in the People's Republic of China | Yuan Lu, Chinese University of Hong Kong; Jun Yao, China Merchant Corp.

1198 : (Paper Session) - (CAR) Exploring Productivity and Human Capital in Academic Careers

2:30pm - 3:50pm Hyatt Regency Atlanta: Cairo *Chair:* **Lynda St. Clair**, Bryant U

Discussant: Haze Nicole Schepmyer, Massey College, U. of Toronto

- Who Benefits from Graduate Degrees? Effects of Sex and Perceived Discrimination on Human Capital | Faye K. Cocchiara, U. of Texas, Arlington; Eileen Kwesiga, U. of Texas, Arlington; Myrtle P. Bell, U. of Texas, Arlington
- ©Can Publication of an Article in a Top Management Journal be used as a Proxy for its Contribution? | Gangaram Singh, San Diego State University; Kamal Haddad, San Diego State University; Chee Chow, San Diego State University

Nominee for The Careers Division Applied Paper Award

■Does Multidisciplinarity Reduce Faculty Productivity? The Effect of Membership in a Research Center | Sara K Jansen, University of Houston; Emily M Hunter, U. of Houston; Steven C Currall, University College London/London Business School

Nominee for The Arnon Reichers Best Student Paper Award

1199 : (Paper Session) - (CAR) Career Success: Is it Up, Up, Up? Or is it Workaholism?

2:30pm - 3:50pm Hyatt Regency Atlanta: Vancouver Chair: Nikos Bozionelos, University of Durham

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

Discussant: Gayle Porter, Rutgers University

Dimensions, Antecedents, and Consequences of Workaholism | Thomas Ng, U. of Georgia; Kelly L Sorensen, U. of Georgia; Daniel Feldman, U. of Georgia

₱ Effect of Workaholism on Managerial Performance: Help or Hindrance? | Laura M. Graves, Clark U.; Marian Ruderman, Center for Creative Leadership; Patricia J. Ohlott, Consultant Nominee for The Best Paper Award

Alphormal Developmental Experiences and Career Success | George Benson, U. of Texas, Arlington; Alec Levenson, U. of Southern California; John W Boudreau, U. of Southern California

Nominee for The Best Paper Award

1200 CAU: *(CAU)* Pedagogy of Leadership When the Target Audience is Undergraduate Students

2:30pm - 3:50pm Hyatt Regency Atlanta: Brussels Organizer: **Eric C. T. E. Larsen**, U. at Albany

1201 CAU: *(CAU)* Caucus on Social Enterprise as a Nexus Between Business and Nonprofit Organizations

2:30pm - 3:50pm Hyatt Regency Atlanta: Geneva

Organizer: Dennis R Young, Georgia State U.

Participants: Judith Y Weisinger, New Mexico State U; Ben Oviatt, Georgia State U.; David Allen Sherman, Case Western Reserve U.; Jennifer Wade, University of Colorado-Denver; Patricia Harris, Kennesaw State U.

1202: (Paper Session) - (CM) Social Perception, Identity, and Networks

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover A *Chair:* **John Robert Chambers**, U. of Florida

Mirror, Mirror on the Wall: The Implications of Status for Overestimation of Friendship Ties | **Zoe Barsness**, U. of Washington, Tacoma; **Marc-David L Seidel**, U. of British Columbia; **Kristina Diekmann**, U. of Utah; **Judd H. Michael**, Pennsylvania State U.

- ■The Effects of Identity and Power on Cooperation in Social Dilemmas | Shirli Kopelman, U. of Michigan, Ann Arbor; Tara Thomas, U. of Michigan, Ann Arbor; Yue Shang, Indiana University
- Social Identity, Social Networks, and Conflict | **Inga Carboni**, Boston College
- ■Misperceptions of Disagreement in Intergroup Contexts and Their Consequences | John Robert Chambers, U. of Florida

1203: (Paper Session) - (CM) Conflict and Group Diversity 2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover C

Chair: Niti Pandey, U. of Illinois, Urbana-Champaign

- ◆ Conflict Management in Cross-Functional Teams | Diether Gebert, Berlin Technical U.; Sabine Boerner, U. of Konstanz; Eric Kearney, TU Berlin
- → Revisiting Team Diversity and Intrateam Conflict. The Role of Reciprocated Relational Preferences | Petru Lucian Curseu, Tilburg U.; Patrick Kenis, Tilburg U.; Joerg Raab, Tilburg U.

Faultline Token-splits: Effects on Conflict and Performance | Lindred Greer, Leiden U.; Karen A. Jehn, Leiden U.; Sherry M Thatcher, U. of Arizona

Dyslexia, Prejudice, and Justice: An Investigative Study | Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Niti Pandey, U. of Illinois, Urbana-Champaign; Patrick L Wadlington, Hogan Assessment Systems; Elizabeth A Wadlington, Southeastern Louisiana U.

1204 □SHCS: (CM, OB) Antecedents and Consequences of Social Psychological Outcomes in Negotiation

2:30pm - 3:50pm Hilton Atlanta: Grand Salon E

Chair: Jared R. Curhan, Massachusetts Institute of Technology Discussant: Bruce Barry, Vanderbilt U.

Conceptions and Consequences of Social Psychological Outcomes in Negotiation | Jared R. Curhan, Massachusetts Institute of Technology; Hillary Anger Elfenbein, U. of California, Berkeley; Heng Xu, Massachusetts Institute of Technology

Antecedents of Outcome Satisfaction in Negotiation | Maurice Schweitzer, U. of Pennsylvania

Antecedents and Consequences of Procedural Justice | Laura Kray, U. of California, Berkeley

Relational Capital in Negotiation | **Michele J. Gelfand**, U. of Maryland

Procedural Fairness, Outcome Favorability, and Regulatory Focus as Determinants of Self-Evaluations | Ariel Y. Fishman, Columbia U.; Joel Brockner, Columbia U.; Scott Spiegel, Columbia U.

1205 © ■: (Paper Session) - (CMS) Critical Perspectives on Leadership

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 4 - Yukon *Understandings of Leadership the Critical Management Way*

Chair: Thomas A. Bryant, Nicholls State U

Discussant: Michael Andreas Pirson, Harvard Business School In Search of Charismatic Leaders or: You Get What You Are Asking for | Nada Endrissat, U. of Basel; Werner R. Mueller, U. of Basel; Andreas Jaeger-Fontana, U. of Basel

- Why Rules Rather than Discretion? | Bjarne Espedal, Norwegian School of Economics and Business Administration; Birthe Kåfjord Lange, Norwegian School of Economics
- Towards a Relational Theory of Responsible Leadership: Paradigmatic Thoughts and Ethical Reflections | Nicola M. Pless, INSEAD; Thomas Maak, U. of St. Gallen

Autobiography as Rhetoric: A Tale of Three Leaders | **Arlene Harvey**, U. of Sydney

1206 ⊕→ •: (Paper Session) - (CMS) Emancipation and its Possibilities

2:30pm - 3:50pm Atlanta Marriott Marquis: Tigris & Danube

Can Critical Management Really Lead to Emancipation?

Chair: Sabine Junginger, Carnegie Mellon University, School of Design

Discussant: Kate M. Kenny, U. of Cambridge

№Emancipatory Management: The Contradiction between Practice and Discourse | Marcos Pereira Fernandes de Barros, HEC Montreal

Best Student Paper Nominee Best CMS Paper Nominee

→ Kaupapa Mâori in Aotearoa/New Zealand as a Form of Critical Management Research | Joy Panoho, Massey U.

- Liberation Realism: Putting the Critical into Critical Realism. Jim Grant, Saint Mary's U.
- Negotiating Sources of Power: Using a Participation Exercise to Promote Unconstrained Discourse | Leah Ritchie, Salem State College

1207: (ENT) The Internationalization of Family **Businesses: Challenging the Dominant Models**

2:30pm - 3:50pm Hilton Atlanta: Council/Cabinet Room

Presenters: Joseph H Astrachan, Kennesaw State U.; Sabine B. Klein, EBS International U.; Gaia Marchisio, Kennesaw State U.; Timothy P Blumentritt. Kennesaw State U.

1208: (Paper Session) - (ENT) Venture Structure and **Venture Boundaries**

2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom C & D

Chair: Joy Godesiabois, U. of Colorado, Boulder

- Fences Make Better Neighbors—the Many Roles of Boundaries in New Ventures | Pankaj C Patel, U. of Louisville: James Fiet. U. of Louisville
- New Venture Capabilities and Ownership Structure | Martin Wielemaker, U. of New Brunswick; Eric R Gedajlovic, U. of Connecticut
- The Economic And Social Determinants of SME Innovation Capabilities | I Han, National Taiwan U.; Cheng-Min Chuang, National Taiwan U.
- ₱Entrepreneurial Orientation and New Venture Performance: The Mediating Effect of Network Strategies | Wouter Stam, Free U., Amsterdam; Tom Elfring, Free U., Amsterdam

1209: (Paper Session) - (ENT) Industry and Social Influences on New Venture Creation

2:30pm - 3:50pm Hilton Atlanta: Jefferson

Chair: Patricia S. Borchert, U. of Minnesota, Duluth

- → Entrepreneurial Orientation and the Environment: A Hierarchical Perspective of the Dimensions of EO | Zhi Tang, U. of Alabama, Tuscaloosa; Patrick Kreiser, Ohio U.; Louis Marino, U. of Alabama; Pat H Dickson, Georgia Institute of Technology; Mark Weaver, Rowan U.
- ₽→Corruption and Entrepreneurship: How Formal and Informal Institutions Shape Firm Behavior | Vartuhi Tonoyan, Mannheim U.; Robert Strohmeyer, Mannheim U.; Mohsin Habib, University of Massachusetts, Boston; Manfred Perlitz, U of Mannheim
- Evidence on the Influence of Residential Segregation on the Likelihood of Being Self-Employed. | Gregory Fairchild,
- → The Conundrum of Subjective Norms: The Moderating Effect of National Culture | William Ross O'Brien, U. of Texas, Arlington; Liliana Nordtvedt, U of Texas at Arlington

1210 : (Paper Session) - (ENT) Venture Capital and **Emerging Technology**

2:30pm - 3:50pm Hilton Atlanta: Washington Chair: Lerong He, U. of Pennsylvania

₱Going Public or Private? The Role of Patent Portfolio in Equity Financing for Biotechnology Startups | Elizabeth Ngah-Kiing Lim, Purdue U., West Lafayette; Timothy B Folta, Purdue U.

- Unearthing Cleantech: U.S. and Canadian VC Investments into Cleantech Between 1999 and 2005. | Anastasia Rose O'Rourke, Yale U.; Nicholas Parker, Cleantech Venture Network
- Seeding New Ventures: Green Thumbs not Fertile Fields: Indiv. & Envir. Drivers of Informal Investment | Siri Ann Terjesen, Queensland U. of Technology; Laszlo Szerb, University of Pecs; Gabor Rappai, University of Pecs
- ₱Geographic Distance and M&A Markets: IPOs as Information Diffusion Mechanisms | Roberto Ragozzino, U. of Central Florida; Jeffrey J. Reuer, U. of North Carolina, Chapel

1211 ♥ ■: (Paper Session) - (GDO) Improving Diversity Training by Addressing the Questions of "What," "When," "How," and "For Whom"

2:30pm - 3:50pm Hyatt Regency Atlanta: Inman

Chair: Yang Yang, U. of Western Ontario

Discussant: Margaret A. Lucero, Texas A&M U., Corpus Christi

- The Rich Get Richer: Predicting Participation in Voluntary Diversity Training | Carol T. Kulik, U. of Melbourne; Molly Pepper, Gonzaga U.; Loriann Roberson, Arizona State U.; Sharon Parker, U. of New South Wales
- ■Competence in Managing Diversity: Developing a Typology of the Field | Jane O'Leary, U. of Queensland; Jorgen Sandberg, U. of Queensland
- □ Preparing Managers for a Diversified Workplace: The Voices of Discovery Program | Jane Margaret Carey, Arizona State U., West; Batya Hyman, Salisbury State U.

Race, and Racism in Organizations

2:30pm - 3:50pm Hyatt Regency Atlanta: Kennesaw

Chair: Lynn Bowes-Sperry, Western New England College Discussant: Rayshad Anthony Holmes, George Washington U.

- ■Toward a Research Paradigm for the Scientific Study of Racism | Faye K. Cocchiara, U. of Texas, Arlington Colorism in the Job Selection Process: Are There Preferential
- Differences Within the Black Race? | Matthew S. Harrison, U. of Georgia; Kecia M. Thomas, U. of Georgia
- ■The Role of Self-Image Threat on White Americans' Conception of Racism | Miguel M. Unzueta, Stanford U.
- → Work Values and Labour Market Confidence of Minorities: A Self-Determination Perspective | Eddy S. Ng, Trent U.; Greg J. Sears, Carleton U.

Employees: Impacts and Dynamics

2:30pm - 3:50pm Hilton Atlanta: Gwinnett

Chair: Margarete Arndt, Clark University

Discussant: Anita L. Tucker, U. of Pennsylvania

Employee Involvement and Work-Related Attitudes of Nursing Assistants: A Study of Mediating Effects | Jose Proenca, Widener U.; Caryl Carpenter, Widener U.

■Heavy Physician Workloads: Impact on Physician Attitudes and Outcomes | Eric S Williams, U. of Alabama; Kent Rondeau, U. of Alberta; Qian Xiao, U. of Alabama; Louis H Francescutti, U. of Alberta

- A Resource-Based Perspective on the Retention Strategies for Epidemiologists in Taiwan | Ya-ti Hsu, National Cheng Kung U.; Ming-tien Tsai, National Cheng Kung U.
- Job Stress Work and Non-Work Outcome Relationships: The Moderating Role of Type A/B Personality | Pamela K. Steverson, U. of Memphis; Tejinder K Billing, U. of Memphis

1214: (Paper Session) - (HR) **HRM and Firm Performance** 2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover F

Chair: Ingrid Fulmer, Georgia Institute of Technology Discussant: David Lewin, U. of California, Los Angeles

- What Really Explains the Relationship Between HRM and Organizational Performance?. | Cathy Sheehan, Monash U.; Brian Cooper, Monash U.; Peter Holland, Monash U.; Helen DeCieri, Monash U.
- → HRM and Firm Performance: Role of Commitment, Citizenship Behaviors and Job Satisfaction | Yaping Gong, Hong Kong U. of Science and Technology; Kenneth S Law, Hong Kong U. of Science and Technology; Song Chang, Hong Kong U. of Science and Technology; Katherine Xin, CEIBS
- Human Resource Management Systems, Organizational Climate, and Human Resource Performance | Chih-Hsun Chuang, Da-Yeh U.
- ₱Performance Matters: the Relationship between CEO Wealth Creation and Firm Performance | Anthony Justin Nyberg, U. of Wisconsin, Madison; Barry Gerhart, University of Wisconsin-Madison; Ingrid Fulmer, Georgia Institute of Technology

1215 : (Paper Session) - (HR) Social Desirability, Self-Enhancement and Emotional Intelligence

2:30pm - 3:50pm Hyatt Regency Atlanta: Singapore *Chair:* **Amy E. Colbert**, U. of Notre Dame

Discussant: Joan Brett, Arizona State University

Social Desirability: The Role of Over-claiming, Self-esteem, and Emotional Intelligence | Jessica R. Mesmer-Magnus, University of North Carolina - Wilmington; Chockalingam Viswesvaran, Florida International U.; Satish Deshpande, Western Michigan University; Jacob Joseph, University of Alaska - Fairbanks

Note on the Importance of Self-enhancement in a Job-Search Context | Maria Fernanda Garcia, U. of Texas at El Paso

- Preliminary Validation of an Emotional Intelligence Measure for Employee Development | Kevin S. Groves, California State University, Los Angeles; Mary Pat McEnrue, California State University, Los Angeles; Winny Shen, California State University, Los Angeles
- Do Social Desirability Scores Measure Job-Relevant Pattern Faking? | Patrick H Raymark, Clemson U.; Jessica Lynn Bradley, Clemson U.; Kara Argus, Clemson U.; Tiffany Greene, Clemson U.; Rebekkah Wills, Clemson U.

1216 ←JS: (HR, BPS) Knowledge Renewal And Value Creation In High Intellectual Capital Firms

2:30pm - 3:50pm Hyatt Regency Atlanta: Hong Kong

Chairs: Zella King, U. of Reading; Scott A Snell, Cornell U.
Assessing the Relationship between Knowledge Stocks and Flows: A Value Proposition for Professional | Shad S.

- **Morris**, SKK / Massachusetts Institute of Technology; **Scott A Snell**, Cornell U.
- Knowledge Renewal in Law Firms: Analyzing Knowledge Stocks and Flows | Mark Lund, U. of Bath; Juani Swart, U. of Bath; Nick Kinnie, U. of Bath
- Understanding the Links between Innovation and Strategic Renewal: The Role of Social Architecture | Marc Thompson, university of oxford; Rafael Ramirez, Oxford U.
- Knowledge and Value Creation through Academic-Industrial Collaboration in the Life Sciences | **Zella King**, U. of Reading

1217 JS: (HR, MED) HR Education: Its Present and Its Future

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover B Facilitators: Vida Scarpello, U. of Florida; Lynn Shore, San Diego State II

Participants: David B. Balkin, U. of Colorado, Boulder; Wayne F. Cascio, U. of Colorado, Denver and Health Sciences Center; Debra J. Cohen, Society for Human Resource Management; John R Deckop, Temple U.; Robert L Dipboye, U. of Central Florida; John A Fossum, U of Minnesota; Mary E. Graham, Clarkson U.; Greg S Hundley, Purdue University; David A. Pierson, The Pierson Group; Herman A Theeke, Central Michigan University

1218 SHCS: (HR, OB, IM) Diversity in Transactional Psychological Contracts Across Societies

2:30pm - 3:50pm Hilton Atlanta: Grand Salon C

Chairs: Cynthia Lee, Northeastern U.; Denise M Rousseau, Carnegie Mellon University

- On Being the Same and Different: Diversity in Transactional Psychological Contracts Across Societies | **Denise M Rousseau**, Carnegie Mellon University
- Paper #1: Heterogeneity in Transactional Contracts: Results from a Meta-analysis | Yuan Li, Carnegie Mellon University; Denise M Rousseau, Carnegie Mellon University; Inmaculada Silla, Ciemat
- Paper #2: Transactional Psychological Contracts of Interim Managers: Their Contents and Consequences | Irma Rybnikova, Technische Universitat Dresden
- Paper #3: More than Transactional? The Diversity of Psychological Contracts of Contingent Workers | Rene Schalk, Tilburg U.; Bennie Linde, North-West University; Jeroen de Jong, Tilberg U.
- Paper #4: Meaning of Transactional Psychological Contracts in China: A longitudinal Study of Young People | Jun Liu, Renmin U.; Chun Hui, Chinese University of Hong Kong; Cynthia Lee, Northeastern U.; Denise M Rousseau, Carnegie Mellon University; Zhen Xiong Chen, Australia National University
- Paper #5: Status Differentiation and Social Integration Effects on Work Performance of Foreign Professions | Linn Van Dyne, Michigan State U.; Soon Ang, Nanyang Business School; Christine (Siew) Koh, Nanyang Technological University

1219 →: (Paper Session) - (IM) International Entrepreurship: Competences and Cognition

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen Chair: Gary Dale Robinson, Capella U.

Discussant: Tor A Johannessen, Norwegian School of Econ. and Bus. Admin.

₽→ Transnational Entrepreneurship: Toward A Unifying Theoretical Framework | Israel Drori, College of Management, Israel; Benson Honig, Wilfrid Laurier U.; Ari Ginsberg, New York U.

IM Best Paper Finalist

- ♠ An Entrepreneurial Cognition Perspective on the Internationalization of SMEs | Francisco J. Acedo, U. of Seville; Juan Florin, U. of Connecticut
- → International Business Competence and the International SME | Gary Knight, Florida State U.; Daekwan Kim, Florida State U.
- → R&D, Export Orientation and Growth of New Listed Firms: European Evidence | Igor Filatotchev, King's College London; Jenifer Piesse, King's College, U. of London; George Dampare, Kina's College, U. of London

1220 →: (Paper Session) - (IM) MNCs and the Internationalization of Research and Development **Activities**

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 1 - Madrid Chair: Monisha Das, U. of Maryland Eastern Shore Discussant: Marina Papanastassiou, AUEB

Internationalization of R&D Activities: Absorptive Capability of Foreign MNCs in the United States | Seiko Arai, U. of Oxford

- → R&D Investment of Subsidiaries of Foreign MNES Versus Domestic Firms in the Same Country | Alvaro Cuervo-Cazurra, U. of South Carolina; C. Annique Un, U. of South
- → Technological Improvement Through IJVs: Technology Transfer and Endogenous Learning | Jing Li, Simon Fraser U.; Dong Chen, School of Economics, Peking University; John W. Maxwell, Indiana U.
- → Why Do Local Chinese Manage Foreign R&D Units in China? Towards a Multiplicative Capacity View | Oliver Gassmann, U. of St. Gallen; Marcus M Keupp, U. of St. Gallen

1221 →: (Paper Session) - (IM) Leadership and Mentoring: **Employee-Employer Relationship**

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Stockholm Chair: Sally Sledge, Christopher Newport University Discussant: S. Antonio Ruiz-Quintanilla, Cornell U.

- → Paternalistic Leadership and LMX as Complementary Constructs: The Case of Turkey and the U.S. I Ekin K. Pellegrini, U. of Missouri, St. Louis; Terri A. Scandura, U. of Miami
- → The Effects of Culture and Attribution Styles on Leader-Member Relations | Mark J Martinko, Florida State U.; Sherry E Moss, Wake Forest U.; Paul Harvey, Florida State U.
- ◆Foreign Managers Guanxi with Chinese Employees: Effects of Warm-Heartedness and Reward Distribution I Nancy Chen, Lingnan University, Hong Kong; Dean Tjosvold, Lingnan U.; Peiguan Wu, Lingnan U.
- → National Culture and Mentoring: Occurrence of Positive and Negative Role Behaviors | Jean-Luc Cerdin, ESSEC Business School; Saba Colakoglu, Rutgers U.

1222 →: (Paper Session) - (IM) Internationalization and **Performance**

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 1 - Trinidad Chair: Terry L Maris, Ohio Northern U.

Discussant: Mark Young, Humboldt-University Berlin

- → A Critical Note on Multinationality Performance Relationship Research | Lei Li, U. of Portland; Anthony Goerzen, U. of Victoria; Alain C. Verbeke, U. of Calgary
- → The Institutionalist and Culturalist Schools in International Management: An Empirical Evaluation | Graham M Winch. Manchester U.
- Competitive Dynamics, Integration-Responsiveness and Performance in Developing and Developed Markets | Julius H Johnson Jr., U. of Missouri, St. Louis: Dinesh A. Mirchandani, U of Missouri St. Louis; Seng-Su Tsang, Yuan Ze University
- → Regionalization Effects on the Relationship Between Internationalization and Firm Performance | Stephen Chen, Australian National U.

1223 → JS: (IM, OB, HR) Managing Collaborative Cross-National Research Projects: Guidelines, Opportunities, and Pitfalls

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam

Chair: Michael O'Driscoll, U. of Waikato

Presenters: Mark F Peterson, Florida Atlantic U.; Juan I. Sanchez, Florida International U.: Dov Eden. Tel Aviv U.: Steven A.Y. Poelmans, IESE, U. of Navarra; Rabi S. Bhagat, U. of Memphis

1224: (Paper Session) - (IP) The Role of the State in **Determining Strategic Choice**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A1 Facilitator: Gurneeta Vasudeva. Indian School of Business

- **⊕** → **BPS**: Universal and Contingency Views of the Valueshaping Effects of Minority State Ownership | Hsueh Liang Wu, National Cheng Kung U.
- + TIM: Are Strong States Hurting Knowledge Acquisition Through Technology Alliances? | Gurneeta Vasudeva, Indian School of Business
- Practices | Carol Anne Woodhams, Manchester Metropolitan U.; Susan Corby, U. of Greenwich
- **ONE**: Industrial Ownership and Environmental Performance: Evidence from China | Hua Wang, World Bank; Yanhong Jin, U. of California, Berkeley
- □ → ■BPS: Ownership Identity and Internationalization in Transition Economy: Chinese Multinationals 1992-2004 | Weiwei Xu, National U. of Singapore

1225 : (Paper Session) - (IP) Antecedents to Firm Growth and Impact on Performance

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A2

Facilitator: Ernst Verwaal, Erasmus U.

TIM: Barriers to High-Tech Entrepreneurial Firm Growth: Technological Myopia and Technological Dependence I Preeta Roy, U. of Pennsylvania

TIM: Impact of Sub-Sector Differences & R&D Intensities on Nanotech Firms' Growth-Size Relationships | Lois S.

- Peters, Rensselaer Polytechnic Institute; Malavika Sundararajan, Rensselaer Polytechnic Institute
- BPS: Firm Size, Flexibility, and Performance: Do Small Firms have an Advantage over Larger Firms? | Niels Peter van der Weerdt, Erasmus U.: Ernst Verwaal, Erasmus U.: Henk W. Volberda, Erasmus U.
- **©BPS:** Size and Financial Performance: a Multi Level Analysis | Luiz Artur Ledur Brito, FGV-EAESP
- **CMS**: Power and Inter-Organizational Learning: Intertwining New Knowledge in SMEs | Oswald Jones, Manchester Metropolitan U.: Allan Macpherson, Manchester Metropolitan U. Business School; Sudi Sharifi, Salford U. Management School

1226: (Paper Session) - (IP) The Link Between Learning and Innovation

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A3 Facilitator: Chung-Jen Chen, National Cheng Kung U.

- → **●BPS**: Venture Capital Firms' Learning in Emerging Markets: A Knowledge Theory Approach | Qing Lu, National University of Singapore; **Peter Hwang**, National U. of Singapore; Poh Kam Wong, National U. of Singapore
- **▼TIM**: Role of Firm-External Relationships in the Development of Patents: A Case Study Approach | Mona Weck, Helsinki U. of Technology, Kirsimarja Blomqvist, Lappeenranta U. of Technology
- **▼TIM**: Technology Commercialization, Incubator and Venture Capital Supports, and New Venture Performance | Chung-Jen Chen, National Cheng Kung U.
- **©BPS**: How Do Firms Organize for Innovation? Including Divestitures in the Debate | Caterina Moschieri, IESE, U. of Navarra

1227: (Paper Session) - (IP) Applications of Social Exchange Theory

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A4 Facilitator: Elaine Farndale, Tilburg U.

- → HR: Opening the Black Box in HRM and Firm Performance: Trust as a Mediator of Employee Commitment | Elaine Farndale, Tilburg U.; Veronica Hope Hailey, U. of Bath; Clare Kelliher, Cranfield School of Management
- **ROCIS:** Examining Antecedents of Dyadic Knowledge Sharing | Chi-Wei Liu, I-Shou U./ HungKuang Technology U.; Pei-Wen Huang, I-Shou U./ Cheng Shiu U.; T.K. Peng, I-Shou U., Taiwan; Cheng-Chen Lin, National Pintung U.; Shih-Chieh Fang, National Kaohsiung First U.
- →IM: Resources, Controls, and Alliance Performance in Emerging and Developed Economies | Dong Chen, Loyola Marvmount U.
- **OB**: "Licence to Fail": Influences on Perceptions of Leadership Effectiveness after Leader Failure | Steffen Robert Giessner. Erasmus U.
- IM: Resource and Risk Tradeoffs in Guanxi-Based IJVs in China | Noushi Rahman, Pace U.; Irem Aktas, Pace U.

1228 : (Paper Session) - (IP) Pedagogical Innovations in Management Education

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B1 Facilitator: Michael Lane Morris, U. of Tennessee, Knoxville

- **MED**: Giving Students New Eyes: Benefits of Having Students Find Media Clipsto Illustrate Concepts | Catherine L. Tyler, Oakland U.; Marc H Anderson, U. of Waikato; J. Michael Tyler, Baker College
- **MED**: Art Movies in the Classroom | Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo
- OM: A Supply Chain Management Program based on a Matrix Structure | Uche Okongwu, Toulouse U.
- **MED**: What Works or Not Work: Blended Delivery of an HR Course in Management Education | Doo Lim, U. of Tennessee, Knoxville; Michael Lane Morris, U. of Tennessee, Knoxville; John Harrison, University of Tennessee
- MH: The Rise of Personal Development Training in Organizations: An Institutional Perspective on Training I Xiaowei Luo, U. of Illinois, Urbana-Champaign

1229: (Paper Session) - (IP) Critical Approachs to Theory Development

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B2 Facilitator: Paul D Nugent, Rensselaer Polytechnic Institute

- **COMT**: Organizations: An Integrated Model | Elizabeth A. Letzler, Baruch College; Richard E Kopelman, Baruch College
- RM: The Formation of Management Theory: Understanding the Fractional Coherence of the Business School | Jakob Vestergaard Jorgensen, Copenhagen Business School; Thomas Basbøll. Copenhagen Business School: Søren Brier. Copenhagen Business School; Søren Buhl Hornskov, Copenhagen Business School; Finn Hansson, Copenhagen Business School; Maja Horst, Copenhagen Business School; Mads Mordhorst, Copenhagen Business School
- MH: Perspectives on Entrepreneurs, Entrepreneurship and the Evolution of Management Thought | Warren Byabashaija, **Doctoral Student**
- **CMS**: Seeing Money in Organizations: Directions for Empirical Research | Sarah Stookey, U. of Massachusetts
- **CMS**: Escaping the Natural Attitude: Exploring the Narrative Bases of Institutions and Experience | Paul D Nugent, Rensselaer Polytechnic Institute

1230 : (Paper Session) - (IP) Critical Resource and Capability Issues in Family Firms and SMEs

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B3

Facilitator: Hung-Bin Ding, Loyola College

- MED: Effective Knowledge Transfer in Family Firms I Rosa Nelly Trevinyo-Rodríguez, IESE Business School; Josep Tapies, IESE Business School
- →IM: Decision Making in Bank Lending to Small Businesses in the U.S. and Vietnam | Thang V. Nguyen, National Economics U.; Jerman Rose, Washington State U.; Ngoc Thi **Bich Le**, National Economics U.
- BPS: Family Business Groups and Political Connection-Evidence from Taiwan | Xiuxi Zhao, National U of Singapore
- **BPS**: Investment-Cash Sensitivities and Management in Hollywood | Gabriel Natividad, U. of California, Los Angeles
- MC: Implementing Lean Production in a Family Firm: The Interdependence of Family and Business Dimensions | Bill Wooldridge, U. of Massachusetts, Amherst; Alan G. Robinson, UMASS - Amherst

1231: (Paper Session) - (IP) Social Responsibility and Firm Performance

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B4 Facilitator: Jo Crotty, Aston U.

- **SIM:** How does Integrated Sustainability Management Influence the Economic Performance of European Firms? I Marcus Wagner, Technical U. of Munich
- **BPS**: Competitive Advantage through Social Responsibility in Professional Service Firms | Robert Macy, Penn State U; Niran Harrison, U. of Saskatchewan
- SIM: Exploring Firm-Stakeholder Relationships using Social Networks | Raymond L. Paquin, Boston U.
- PNP: Can Stakeholders be Citizens? Civil Society and the Environmental Movement in a Russian Region | Jo Crotty,

1232: (Paper Session) - (IP) Theoretical Conversations in **Diversity Research**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: Kelly Elizabeth Dye, Acadia U.

- GDO: Solo Status and Affirmative Action: Impact of Tokenism on Incoming Group Perceptions | Melissa R. Brittain, Central Michigan U.; Stephen H. Wagner, Central Michigan U.
- → **GDO**: Mars, Venus, and Self-Reporting Workplace Values: A Cross-National Comparison of Gender Stereotypes | Linda M. Dunn-Jensen, New York U.; Stephen Mezias, New York U.; Patrice R. Murphy, Robert H. Schaffer &
- GDO: Acker's Gendering Processes: An Unfinished Tapestry | Kelly Elizabeth Dye, Acadia U.; Albert J. Mills, St. Mary's U.
- **GDO:** Integrating Minority Women in U.S. Organizations: Diversity Policy versus Implementation I Dharm P. S. Bhawuk, U. of Hawaii, Manoa; Smrti Anand, U. of Illinois, Chicago
- GDO: Career Pathways of Middle and Working Class African-Americans: The Role of Social Ties I Rochelle Parks-Yancy, Texas Southern U.; Nancy DiTomaso, Rutgers U.; Corinne Post, Pace U.

1233 : (Paper Session) - (IP) Deviance and Hostile Work **Environments**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C2 Facilitator: Christine Marie Riordan, Texas Christian U.

- **OB:** Elasticity in the "Rules" of the Game: Exploring Organizational Expedience | Judi McLean Parks, Washington U. in St. Louis: Li Ma. Washington U.: Daniel G Gallagher. James Madison U.; Mark Alexander MacDonald, Queen's U.
- **■GDO**: It's All in How You View It: Factors Affecting Perceptions of a Hostile Work Environment | Christine Marie Riordan, Texas Christian U.; Melenie J. Lankau, U. of Georgia; Julie Holliday Wayne, Wake Forest U.
- **OB**: Perfectionism and Negative Outcomes Tempered by Conservation of Resources (COR) | Vickie Coleman Gallagher, Florida State U.
- **GDO:** The Prevalence of Intimate Partner Violence Among Employees and its Impact on the Workplace | Carol Reeves. U. of Arkansas; Collette M. Arens Bates, U. of Arkansas; Anne O'Leary-Kelly, U. of Arkansas

OCIS: Quarreling Organizations: How the Diffusion of Norms helps Settle Fights | Harminder Singh, Michigan State U.

1234: (Paper Session) - (IP) Self-Regulation and Job Performance

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C3 Facilitator: Richard Larrick, Duke U.

- **OB**: The Effects of Learning Goal Difficulty Level and Cognitive Ability on Strategies and Performance | Gerard H Seijts, U of Western Ontario; Gary P Latham, U. of Toronto; Dan Crim, U of Western Ontario
- **OB**: Regulatory Foci, Complexity, Safety, and Production: An Integrated Moderated Model | Jeff Beyers, IESA-Tulane University; J. Craig Wallace, Oklahoma State U.; Amanda **Shull**, IESA-Tulane University; **Diana Smith**, IESA-Tulane
- **QOB:** Social Comparison and Confidence: When Thinking You're Better than Average Predicts Overconfidence I Jack Soll, Duke University; Richard Larrick, Duke U.; Katherine Burson, University of Michigan
- **OB**: Underemployment Among Firefighters | **John D. Watt**, U. of Central Arkansas
- → OB: Self-Efficacy/Self-Esteem as Moderators of Autonomy-Job Strain Relations: A Cross-Cultural Study | Margaret M. Nauta, Illinois State U.; Cong Liu, Illinois State U.; Chaoping Li, Renmin U.

1235 : (Paper Session) - (IP) Managing Connectedness Risk in Organizations

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C4 Facilitator: T.K. Das, City U. of New York, Baruch College

- **QOCIS:** Control, Perceived Risk and Information Security Precautions: A Theoretical Model | Scott Russel Boss, ITESM/U. of Pittsburgh
- **OB**: Towards a General Theory of Systems Accidents | Samir Shrivastava, Swinburne U. of Technology; Karan Sonpar, U. of Alberta; Federica Pazzaglia, Alberta U.
- OM: The Importance of Context Dependent Quality Management: Empirical Support from the Automotive Sector | Jos van Iwaarden, Erasmus U.; A. Van Der Wiele, Erasmus U.
- PNP: Interorganizational conflict: Still Emerging After all these Years | David R Connelly, Western Illinois U.
- **OCIS:** Who wants to volunteer? Understanding Participant Behavior at Online Public Document Repositories I Naren Peddibhotla, University of Minnesota; Mani R. Subramani, U. of Minnesota

1236 ⊕→ ●JS: (MC, OMT) Dynamics of Knowledge-Based Adaptation: Four Studies of Consulting Firms

2:30pm - 3:50pm Hyatt Regency Atlanta: Montreal

Romance and Realism in Communities of Practice: Evidence from Practice Emergence in Consulting Fir | Heidi K. Gardner, London Business School; Anand Narasimhan, London Business School; Tim J Morris, U. of Oxford

Consultancies and their Struggle with New Concept Development I Stefan Heusinkveld, Radboud U. Niimegen

- The Construction of Organizational Identity: Comparative Case Studies of Consulting Firms | Mats G Alvesson, Lund U.; Laura Empson, U. of Oxford
- Do Professionals Need to Leave their Firms to Pursue New Business Opportunities? | Maria Julia Prats, IESE Business School

Dicussion | Royston Greenwood, U. of Alberta

1237: (Paper Session) - (MED) **Teaching Strategic Management to Develop Minds & Change Systems**

2:30pm - 3:50pm Hyatt Regency Atlanta: Spring

Chair: Walter Scott Sherman, Texas A&M U., Corpus Christi Discussant: Robert J. DeFillippi, Suffolk U.

- ▶☐ CIntegrating Modes of Systems Thinking into Public Strategic Management Education and Practice | David Andersen, U at Albany; John M Bryson, U. of Minnesota; George Richardson, U at Albany; Fran Ackermann, Strathclyde U.; Colin Eden, Strathclyde U.; Charles Finn, College of Saint Rose
- De Understanding the Big Picture: An Explanatory Model of Strategic Management Skills Acquisition | John Stephan, Florida Atlantic U.; Diane H. Parente, Pennsylvania State U., Erie; Randy C Brown, Pennsylvania State U., Erie
- The Art of Strategic Management | Steven J Maranville, U of Houston- Downtown
- ☐ ☐ ☐ Institutional Theory and the Strategic Management Text:Better Practice from Evidence? | Jeff Stambaugh, Texas Tech U.; Christine Quinn Trank, Texas Tech U.

1238 : (Paper Session) - (MED) Ethics In and After Management Education

2:30pm - 3:50pm Hyatt Regency Atlanta: Techwood

Chair: David Philip Spicer, University of Bradford Facilitator: Ann L Cunliffe, U. of New Mexico

We Provoked Business Students To Unionize: Ten Minutes of Deception Create a Lasting Message | Daphne G Taras, U. of Calgary; Piers Steel, U. of Calgary

Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)

- Can You Teach Business Ethics? An Empirical Investigation | Charnchai Tangpong, Clarion U. of Pennsylvania; Michael D Michalisin, Southern Illinois U., Carbondale
- Guilty by Association: Is Business Education Really Amoral? An Empirical Response to Ghoshal (2005) | Mark Pagell, Oregon State U.; John A Drexler, Oregon State U.; Frances M. McKee-Ryan, Oregon State U.; Erik Larson, Oregon State U.; Donald O. Neubaum, Oregon State U.

1239 ⊕ → SHCS: (MED, MC, IM) The Future of Management Education in Different Academic Environments

2:30pm - 3:50pm Hilton Atlanta: Grand Salon A

Chair: Lars Engwall, Uppsala Universitet

Discussants: Henry Mintzberg, McGill U.; Peter Lorange, IMD,

Lausanne

Presenters: **Matthias Kipping**, Schulich School of Business, York U.; **Behlul Usdiken**, Sabanci U.

1240: (Paper Session) - (MH) Contributors, Protegés and Pioneers

2:30pm - 3:50pm Hilton Atlanta: Roosevelt

Chair: Robert C Ford, U. of Central Florida

Discussant: Douglas J. Gilbert, University of Phoenix

- De On Integration: The Resurgence of Mary P. Follett and the Uncelebrated Contribution of Joseph Smith | Mark E. Mendenhall, U. of Tennessee, Chattanooga; W. Jeffrey Marsh, Brigham Young U.
- In Pursuit of Stewards: Historical Background and a Paradigmatic Viewpoint | **Marsha L Nielsen**, Washington State U.
- A footnote to Scientific Management Irene Witte, the Gilbreths' forgotten protégé | **Yves Damoiseau**, Louisiana State U.
- ₽ Before the Ford Foundation: Evolution of the Research Based Model of Business Education | William P. Bottom, Washington U. in St. Louis

Winner of John F. Mee Management History Contribution
Award

1241: (Paper Session) - (MOC) Organizations & Change: Strategic Responses & Conformity

2:30pm - 3:50pm Atlanta Marriott Marquis: Imperial - Consulate Examines how framing organizational change affects strategic responsiveness & isomorphism

Chair: Chad Navis, Emory U.

Discussant: Klaus Weber, Northwestern U.

- ■Visionary Ambiguity and Strategic Change: The Virtue of Vagueness in the Revision of Knowledge | Dennis A Gioia, Pennsylvania State U.; Rajiv Nag, U. of Arkansas; Kevin G. Corley, Arizona State U.
- Consultants as Intermediary Agents in Isomorphic Processes | Mary C. Ingram, University of California, Santa Barbara; Lisa (Alicia) Valentina Torres, George Washington University
- Strategy Frames and Speed of Responses in High and Low Velocity Environments | Sucheta Nadkarni, U. of Nebraska; Pamela S Barr, Georgia State U.

1242 JS: (MOC, OB, OMT) Exploring the role of emotion in leadership

2:30pm - 3:50pm Atlanta Marriott Marquis: Imperial - Summit

Chairs: Gerben A. Van Kleef, U. of Amsterdam; Astrid C. Homan, Leiden U.; Neal M. Ashkanasy, U. of Queensland Discussant: Ronald E. Riggio, Claremont McKenna College Leading with emotional labor | Ronald H Humphrey, Virginia Commonwealth U.

- Emotional Intelligence and Burnout among Leaders |
 Stephane Cote, J.L. Rotman School of Management, University
 of Toronto; Brian R. Golden, J.L. Rotman School of
 Management, University of Toronto
- Affect in Vertical and Lateral Exchange Relationships: A Mixed Method Examination | Herman H. M Tse, U. of Queensland; Neal M. Ashkanasy, U. of Queensland; John Gardner, U. of Queensland; Marie T Dasborough, Oklahoma State U.
- The Role of Follower Arousal in Determining the Effectiveness of Leader Emotional Displays | Frederic Damen, Erasmus U. Rotterdam; Barbara Van Knippenberg, Vrije U.

Leader Emotions and Team Performance: The Role of Follower Cognitive Style | Gerben A. Van Kleef, U. of Amsterdam; Astrid C. Homan, Leiden U.; Bianca Beersma, University of Amsterdam; Daan van Knippenberg, Erasmus U. Rotterdam; Barbara Van Knippenberg, Vrije U.; Frederic Damen, Erasmus U. Rotterdam

1243 : (MSR) Distinguished Speaker: Lee Bolman --"Spirituality inManagement: Past, Present, or Yet to Come?"

2:30pm - 3:50pm Hilton Atlanta: Paulding

Chair: Margaret Benefiel, Andover Newton Theological School

1244: (Paper Session) - (OB) Charismatic Leadership 2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover E

Chair: Xiang Yi, Western Illinois U.

Discussant: Roni Reiter-Palmon, University of Nebraska at Omaha Charisma and Its Routinization: A System Dynamics

Approach | John Norman Davis, Texas Tech U.; James G Hunt, Texas Tech U.; James R. Burns, Texas Tech U.

Measuring Transformational and Charismatic Leadership: Why Isn't Charisma Measured? | Kenneth Joshua Levine, U. of Tennessee, Knoxville; Robert Muenchen, U. of Tennessee, Knoxville; Abby Brooks, U. of Tennessee, Knoxville

Presidential Charismatic Leadership: Exploring the Rhetoric of Social Change | Michelle C Bligh, Claremont Graduate U.; Viviane Seyranian, Claremont Graduate U.

Relational Ties that Bind: Leader-Follower Relationship Dimensions and Charismatic Attribution | Stacy McIlraith Campbell, University of Georgia; Andrew Ward, U. of Georgia; **Jeffrey Sonnenfeld**, Yale U.; **Bradley R Agle**, U. of Pittsburgh

1245 : (Paper Session) - (OB) The Development of Social Networks

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover G

Chair: Anne Cummings, U of Minnesota Duluth

Discussant: Donald L Ferrin, Singapore Management U.

Personality and Social Networks | Deone Maria Zell, California State U., Northridge; Cathleen McGrath, Loyola Marymount U.

The Effect of Network Structure and Role-Sharing on Group Performance in a New Task Environment | Salvatore Parise, Babson College; Keith Rollag, Babson College

Escaping the Bonds of Community? Self-Monitoring Origins of Network Embeddedness | Hongseok Oh, Yonsei U.; Martin J Kilduff, Pennsylvania State U.

1246: (Paper Session) - (OB) Personal Characteristics and **Organizational Citizenship Behaviors**

2:30pm - 3:50pm Hyatt Regency Atlanta: Lenox

Chair: J Lee Whittington, U. of Dallas

Discussant: Christopher O.L.H. Porter, Texas A&M U.

Who's Going the Extra Mile When? Influence of PA, NaCH, POPS, on OCBs | Jason Stoner, Florida State U.

→ Burnout and OCB among Airline Employees in China: Proactive Personality and Absence as Moderators | Louise Tourigny, U. of Wisconsin, Whitewater; Vishwanath V Baba, McMaster U.; Xiaoyun Wang, U. of Manitoba

Effects of Individualistic/Collectivistic, Organizational Tenure, and Job Role Definition on OCB | Xi Zou, Columbia U.

1247: (Paper Session) - (OB) Predictors and Consequences of Psychological Contracts

2:30pm - 3:50pm Hyatt Regency Atlanta: Manila

Chair: David L. Patient, U. of British Columbia

Discussant: Christina Cregan, U. of Melbourne

An Examination of the Influence of Personality on the Psychological Contract | Mark M Suazo, U. of Texas, San Antonio; William H. Turnley, Kansas State U.; Renate R Mai-Dalton, U. of Kansas

- → Managerial Responses to Organizational Control Mechanisms | Jiwen Song, Renmin U. of China
- Relating Employees' Psychological Contracts to Their Personality | Frederick R. J. Tallman, U of Northern British Columbia; Nealia Sue Bruning, U. of Manitoba

1248: (Paper Session) - (OB) The Emergence and Development of Leaders

2:30pm - 3:50pm Hyatt Regency Atlanta: Piedmont

Chair: Christina Fong, U. of Washington

Discussant: Celeste M. Brotheridge, U. of Quebec, Montreal

→ Dispositional Effect on Leadership emergence and Its Process in Self Managing Groups | Hong Li, CKGSB, China; Jean SK Lee, Not Specified; Wei Liu, Cheung Kong Graduate School of Business

Personality and Knowledge Factors as Predictors of Observed Leadership Potential in a Team Setting I Robert R Hirschfeld, U. of Georgia; Mark H. Jordan, United States Air Force Academy; Hubert S. Feild, Auburn U.

■Developing Leadership: Exploring the Childhoods of Women University Presidents | Susan R. Madsen, Utah Valley State College

1249 : (Paper Session) - (OB) Motivation through

Communication and Feedback

2:30pm - 3:50pm Hyatt Regency Atlanta: Roswell

Chair: Jennifer Bott, Ball State U.

Discussant: Nancy Wallis, Pepperdine U.

Managers and Malleability: The Impact of Implicit Theories on Attitudes toward Employee Development | Rebecca Clare Levine, Columbia U.; Daniel Ames, Columbia U.

Reluctant to Change: Self-Enhancing Responses to Diverging Performance Measures | Pino G. Audia, U. of California, Berkeley; Sebastien Brion, U. of California, Berkeley

The Effect of Counterfactual Communication on Impression Formation and Performance | Elaine M. Wong, Northwestern

1250: (Paper Session) - (OB) Leadership Effects on Creativity

2:30pm - 3:50pm Hyatt Regency Atlanta: University

Chair: Henry Moon, Emory U.

Discussant: Lucy L. Gilson, U. of Connecticut, Storrs

A "Social Exchange" Model of Creativity | Shalini Khazanchi, Rochester Institute of Technology

- A Multi-level Perspective on Leading for Creativity | Pamela Tierney, Portland State U.; Steven M Farmer, Wichita State U.
- ■Transformational Leadership and Creativity: Mediating Roles of Creative Identity and Efficacy | Peng Wang, Jackson State U.; Weichun Zhu, Long Island University

1251 : (Paper Session) - (OB) Group and Organizational Climates

2:30pm - 3:50pm Hyatt Regency Atlanta: Vinings

Chair: Lisa Dragoni, U. of Iowa

Discussant: Ramon J. Aldag, U. of Wisconsin, Madison

Engagement Ring: A Study of Supportive Climate, Trust and Engagement on Commitment and Performance | Larry W. Hughes, Fort Lewis College; James B. Avey, U. of Nebraska, Lincoln; Steve M. Norman, U. of Nebraska

Effect of Value Congruence on Climate Strength | Maribeth Kuenzi, U. of Central Florida

The Effect of Trust on the Leadership-Climate Relationship | Gil Luria, Haifa U.

1252 JS: (OB, MOC) Emotion Regulation and Emotion Perception in Work Interactions

2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover D

Chairs: Alicia A Grandey, Pennsylvania State U.; Markus Groth, Australian Graduate School of Management

Predicting Emotional Regulation Strategies: The Influence of Customer Interaction | **Hayley Isaacs**, San Diego State University; **Mark G. Ehrhart**, San Diego State University

Inauthenticity as a Moderator of the Relationship Between Emotional Labor and Employee Outcomes | Markus Groth, Australian Graduate School of Management; S Douglas Pugh, U. of North Carolina, Charlotte; Thorsten Hennig-Thurau, Bauhaus-University of Weimar

Linking Emotional Labor with Customer Perceptions, Service Outcomes, and Employee Determinants | Markus Groth, Australian Graduate School of Management; Thorsten Hennig-Thurau, Bauhaus-University of Weimar; Gianfranco Walsh, U. of Strathclyde

Misunderstanding Emotions in Emails at Work: The Role of Sender Characteristics | **Kristin Byron**, Syracuse U.

1253: (Paper Session) - (OCIS) Online Communities 2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 2 - Magnolia Chair: Anita Blanchard, U. of North Carolina, Charlotte Discussant: Julie Rennecker, Case Western Reserve U.

- An Ecological Perspective of Online Communities | Xiaoqing Wang, U. of Pittsburgh; Brian S. Butler, U. of Pittsburgh; Elisabeth Joyce, Edinboro University of Pennsylvania
- ➡eldentity and Bond Theories to Understand Design
 Decisions for Online Communities | Yuqing Ren, Carnegie
 Mellon University; Robert E Kraut, Carnegie Mellon U.; Sara
 Kiesler, Carnegie Mellon University
- ■Exchanges of "know-how" and "know-what" within a soft bureaucracy | Emmanuelle Vaast, Long Island U.
- An Appraisal Model of Participation in Online Communities of Practice: An Empirical Investigation | George Kuk, U. of Nottingham

1254: (Paper Session) - (OCIS) **Media and Communication** 2:30pm - 3:50pm Atlanta Marriott Marquis: International 1 Chair: **Darlene Alexander-Houle**, University of Phoenix Discussant: **Suzanne P Weisband**, U. of Arizona

The Effects of Communication Medium on Patterns of Communication | Alexandre Barsi Lopes, U. of Cincinnati; Ajay Mehra, U. of Cincinnati; Bipin Prabhakar, U. of Cincinnati The Influence of Risk Perception on Communication Portfolio Construction: An Empirical Investigation | Chei Sian Lee, U. of Illinois. Chicago: Mary Beth Watson-Manheim. U. of Illinois.

A Practice View on Meetings: The Impact of ICTs on Organization Form and Function | Katherine Chudoba, Florida State U.; Mary Beth Watson-Manheim, U. of Illinois, Chicago; Kevin Crowston, Syracuse U.; Chei Sian Lee, U. of Illinois, Chicago

Chicago; Arkalgud Ramaprasad, U. of Illinois, Chicago

Collaboration in Organizations: Reach and Features | Maha ElShinnawy, American University in Cairo

1255 : (Paper Session) - (OCIS) Studies on IT Usage 2:30pm - 3:50pm Atlanta Marriott Marquis: International 5 Chair: Siew Kien Sia, Nanyang Technological U. Discussant: Tomoaki Shimada, International University of Japan

- System Emergent Use: A Theoretical Model and Empirical Exploration | Wei Wang, Hong Kong Polytechnic U.; JJ Po-An Hsieh, Hong Kong Polytechnic U.; John E Butler, U. of Hawaii at Manoa
- ■Toward a Better Understanding of Group Appropriation in GSS Adoption: A Multilevel Approach | Heedong Yang, Ewha Women's U.; Min-Soo Kim, Ewha Women's U.; Sora Kang, Hoseo University
- Technology Failures, Complaint Management and Post-Adoption Discontinuance of Technology Usage | Sanjeev Jha, University of Illinois at Chicago; Sridhar Reddy Papagari Sangareddy, University of Illinois at Chicago; Kevin Clyde Desouza, U. of Washington, Seattle; DongBack Seo, University of Illinois at Chicago; Chen Ye, University of Illinois at Chicago
- Technology Use at the Workplace: Toward A Theory of Post-Adoptive Use of Technology | Hillol Bala, U. of Arkansas, Fayetteville

1256: (Paper Session) - (ODC) Commitment and Resistance 2:30pm - 3:50pm Hilton Atlanta: Carter

Chair: Bruce Hanson, Concordia University Irvine
Discussant: Bruce Hanson, Concordia University Irvine

- ■Vigilantes at Work: Identifying Multilevel Conditions that Breed Strategic Insubordination | Jason Myrowitz, Arizona State U.
- The Engagement Continuum: The Impact of AI on Quality Connections in Interpersonal Relationships | David S. Bright, Wright State U.; Edward H. Powley, Case Western Reserve U.; Ronald Fry, Case Western Reserve U.
- Ways to Foster Employee Commitment to Organizational Change: Insights From A Longitudinal Study | Sonja Sackmann, U. Bundeswehr, Munich; Petra Maria Eggenhofer, U. Bundeswehr, Munich

₱Social Influence Effects on Commitment to Change and Implementation Behaviors | Lisa M. Jones, U. of North Carolina, Chapel Hill

Winner of ODC Division Best Doctoral Student Paper

1257: (Paper Session) - (ODC) Measurement & Modeling Issues in ODC

2:30pm - 3:50pm Hilton Atlanta: Jackson Chair: Kay Davis, Pepperdine U. Discussant: Kay Davis, Pepperdine U.

- Ahmad Glover, Touro U. International; Eric B. Dent, U. of North Carolina, Pembroke
- Puo Understanding Organizational Change: Evolution of the Organizational Capacity for Change Inventory | William Q Judge, U. of Tennessee; Mark Connor Bowler, U. of Tennessee, Knoxville; Thomas J Douglas, Southern Illinois U., Edwardsville
- Individual Change Adoption in Organizational Change: Using the Transtheoretical Model and Measure | Karen S. Whelan-Berry, Utah Valley State College; B. Jaron Harvey, Utah Valley State College
- Mark Stephen Nagy, Xavier U.; David Mohr, U.S. Department of Veterans Affairs: Nicholas Warren, U. of Connecticut: Mark Meterko, U.S. Department of Veterans Affairs

1258: (Paper Session) - (OM) Theory in Supply Chain Management

2:30pm - 3:50pm Atlanta Marriott Marquis: Rio Grande & MacKenzie Chair: Sandra Moffett. U. of Ulster

- Triads in Supply Networks: Interpretation through Balance Theory and Structural-Hole Concept | Zhaohui Wu, Oregon State U.; Thomas Y. Choi, Arizona State U.
- Happy Together? Insights and Implications of Viewing Managed Supply Chains as a Social Dilemma | Matthew Wayne McCarter, U. of Illinois; Gregory Northcraft, U. of Illinois at Urbana-Champaign
- Supply Chain as a Complex Dynamic System: Cybernetic versus Chaotic | Jeffrey N. Street, U. of Georgia
- The Impact of Bidding Environment and Bundle Structure on Purchase Performance in B2B Procurement | Tobias Schoenherr, Eastern Michigan U.; Vincent A. Mabert, Indiana U., Bloomington

1259 SHCS: (OM. TIM) Service Innovation

2:30pm - 3:50pm Hilton Atlanta: Grand Salon D

Chair: John E. Ettlie, Rochester Institute of Technology

The Prevalence and Impact of Innovative Capabilities in Manufacturing and Service Organizations: Are They Different? | Mohan Subramaniam, Boston College; Mark Youndt, Skidmore College; Bruce Skaggs, U. of Massachusetts

- Service Innovation and Customer Choices: A Case Illustration from Hospitality Industry | Rohit Verma, U. of Utah and Cornell U.; Gerhard R, Plaschka, DePaul U.; Liana Victorino, U. of Utah
- Food for Thought: Enablers and Constraints in a Chef's Innovation Process | Mellie Pullman, Portland State U.: Melissa M. Appleyard, Portland State U.; Mark R. Meckler, U. of Portland; Michele Snead, U. of Portland
- An Empirical Investigation of Innovation in Technologymediated Service Companies in Portugal I Pedro Oliveira. U. Catolica Portuguesa; Celine Abecassis-Moedas, U. Catolica Portuguesa; Aleda V. Roth, Arizona State U.

Service versus Manufacturing Innovation | John E. Ettlie, Rochester Institute of Technology; Stephen Rosenthal, Boston

1260 **■**: (Paper Session) - (OMT) Relational Aspects of Knowledge Management: Diffusion, Networks, and Cross **Cultural Processes**

2:30pm - 3:50pm Atlanta Marriott Marguis: International 2

Chair: Birgit Elisabeth Renzl, Innsbruck U. School of Management

- Can Knowledge Transfer Be Effective in Organizational Units? Organizational Context and Innovation | Dimitrios Brachos, Athens U. of Economics and Business; Klas E. Soderquist, Athens U. of Economics and Business; Gregory P. Prastacos, Athens U. of Economics and Business
- **Poly** Towards a Contingency Theory of Knowledge Exchange in Organizations | Sheen S. Levine, Singapore Management U.; Michael J Prietula, Emory U.
- ■Personality Traits, Affective Commitment, Documentation of Knowledge and Knowledge Sharing | Kurt Matzler, Johannes Kepler U. Linz; Birgit Elisabeth Renzl, Innsbruck U. School of Management; **Todd Mooradian**, William & Mary; Georg von Krogh, ETH Zurich
- → Knowledge Transfer Within Multinationals and Their Foreign Subsidiaries: A Culture-context Approach | Nurit Zaidman, Ben-Gurion U. of the Negev; David M Brock, Ben-Gurion U. of the Negev

1261: (Paper Session) - (OMT) The Yin and Yang of Organizational Ties: Trust and Uncertainty

2:30pm - 3:50pm Atlanta Marriott Marguis: International 4 Chair: Joseph Broschak, U. of Illinois at Urbana-Champaign Disentangling the Influences of Leaders' and Organizations' Ties on Inter-organizational Exchange | Jeffrey Barden, University of Washington Business School; William G Mitchell, Duke U.

- → Whom to Imitate? Cross-National Mimetic Behaviors Under Target- and Home-Market Uncertainty. | Daniel Han Ming Chng, University of Texas at Austin; Stewart R Miller, U. of Texas, Austin; Daniel C. Indro, Pennsylvania State U., Great Valley; Malika Richards, Pennsylvania State U.
- The Dark Side of Trust and Control: Escalating Commitment in Underperforming Alliances | Holger Patzelt, Max Planck Institute of Economics; Dean Shepherd, Indiana U.
- Po Do Ties Break from the Changing of the Guard? Executive Mobility and the Market Ties of Firms | Joseph Broschak, U. of Illinois at Urbana-Champaign; Alison Davis-Blake, U of Minnesota

1262 : (Paper Session) - (OMT) Organizational Studies of Innovation and Creativity

2:30pm - 3:50pm Atlanta Marriott Marquis: International A

Chair: Roopa Raman, Emory U.

Towards a Goal-Based View of Brainstorming | Robert Litchfield, Washington and Jefferson College

₱Top Management Team Approaches to Simultaneously Managing Exploration and Exploitation | Wendy K. Smith, Harvard Business School

Role of the Environment in Knowledge Creation: An Organizational Networks Perspective | **Roopa Raman**, Emory U.

Management Innovation | Julian Birkinshaw, London Business School; Gary Hamel, London Business School; Michael J. Mol, London Business School & U. of Reading

1263: (Paper Session) - (OMT) **New Thinking About Employment Relations in Organizations**

2:30pm - 3:50pm Atlanta Marriott Marquis: International B

Chair: Misty L Loughry, Clemson U.

Internal Labor Market Attributes and Employee Citizenship Behavior: A Transaction Cost Perspective | **Jeong-Yeon Lee**, University of Kansas

Theorising Employment and Inter-Organizational Relations | Damian Grimshaw, U. of Manchester; Jill Rubery, U. of Manchester; Hugh Willmott, U. of Cambridge; Mick Marchington, U. of Manchester

Thinking About Employment: How Managerial Reward
Assumptions Shape the Employment Relationship |
Matthew J. Bidwell, INSEAD; M. Diane Burton, Massachusetts
Institute of Technology

Peer Monitoring: Model and Synthesis of an Agency Theory Control Process | **Misty L Loughry**, Clemson U.

1264: (Paper Session) - (OMT) Rebel Yell: Thinking About Radical Organizational Change

2:30pm - 3:50pm Atlanta Marriott Marquis: International C

Chair: Isabell Melanie Welpe, Ludwig-Maximilians U., Munich

→ Radical Change in Higher Education: The Case of the Educational System in German-Speaking Europe | Marina Fiedler, U. of Munich; Isabell Melanie Welpe, Ludwig-Maximilians U., Munich; Arnold Picot, U. of Munich

Changing Organizational Forms: Evidence from Canada | Sergio Janczak, U. of Western Ontario

Understanding Radical Organizational Change: An Activity-Based View | Maria B Gondo, U. of Memphis; John Matthew Amis, U. of Memphis

■Why the Adaptation-Selection Debate Is Misconstrued:A Darwinian View of Organizational Change | J.W. Stoelhorst, U. of Amsterdam; Ard Huizing, U. of Amsterdam

1265 ③: (Paper Session) - (OMT) Thinking About Institutions

2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - OMT 1 *Presented on panels 21-24*

- Service Providers and the Diffusion of Contested Innovations: A Theoretical Institutional Inquiry | James Harvey Moore, Louisiana State U.; Yves Damoiseau, Louisiana State U.
- Analysis of local strategies of adaptation in the face of globalization | Isabelle Huault, U-Paris Dauphine; Michel Barabel, University of Paris 12
- The Monsanto Paradox: Incumbent Transformation through Innovation of a New Organizational Form | Diana L. Day, Rutgers University--Camden; Kenneth Colwell, Drexel U.
- → INSTITUTIONAL ENTREPRENEURS AS COMPETING TRANSLATORS:A COMPARATIVE STUDY IN AN

EMERGING ACTIVITY | Bernard Louis Leca, Nottingham U. Business School; Jean-Pascal Gond, U. of Toulouse 1/LIRHE; Frederique Dejean, IAE Toulouse/ U of Toulouse 1; Isabelle Huault, U-Paris Dauphine

1266 (Paper Session) - (OMT) Studies of Organization Design and Evolution

2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - OMT 2 Presented on panels 26-29

- Competition: Up There or Down Here? | Ji-hyun (Jason) Kim, U of Wisconsin-Madison
- Defining the Heterogeneity Construct and Linking It to Performance | Andrea Lanza, U.Calabria; Antonella Pellegrino, U.Calabria; Giusy Simone, U.Calabria
- On Interdependence and Modularity: How to Divide a Team | William Millhiser, Case Western Reserve U.; Daniel Solow, Case Western Reserve U.; Corinne Coen, State U. of New York, Buffalo

1267 ■ JS: (OMT, MOC) The Dark Side of Organizations: Bad Reputations, Stigma, and Organizational Identity

2:30pm - 3:50pm Atlanta Marriott Marquis: International 3

Coordinators: Michael J. Mannor, Michigan State U.; Emily S. Block, U. of Illinois, Urbana-Champaign

Bad News Travels Fast – Sometimes: A Diffusion Model of Organizational Stigmatization | Cynthia E. Devers, U. of Wisconsin-Madison; Todd Dewett, Wright State U.; Carrie A. Belsito, Texas A&M U.

What Sticks? The Transfer of Organizational Stigma to Individuals | **Jo-Ellen Pozner**, Northwestern U.

Making a Clean Break with the Past: Negative Reputations and the Process of Organizational Identity | Peter Foreman, Illinois State U.; Milena Parent, U. of Alberta

Climbing Up a Hill vs. Falling Off a Cliff: Toward a New Theoretical Perspective of Good and Bad Reputations | Michael J. Mannor, Michigan State U.; Emily S. Block, U. of Illinois, Urbana-Champaign; Yuri Mishina, Michigan State U.

1268 ◆SHCS: (OMT, OB, PNP) Explaining Extraordinary Organizational Performance and Transformation: Lessons from Rocky Flats

2:30pm - 4:20pm Hilton Atlanta: Grand Salon B

Organizer: Marc Hoffman Lavine, Boston College

Distinguished Speakers: Jessie Roberson, Not Specified; Nancy

Tuor, Kaiser-Hill/CH2M HILL

Chair: Kim Cameron, U. of Michigan

Words from a Leader |

Explaining Extraordinary Success |

Enablers and Leadership Principles of Extraordinary Performance |

1269 : (ONE) Organizations the Natural Environment: The Role of Emotions, Attitudes, and Value Congruence

2:30pm - 3:50pm Hilton Atlanta: Madison

Organizer: Nicole Darnall, George Mason U.

Presenters: Sally Hall-Thompson, U. of Queensland; Andrew Griffiths, U. of Queensland; Terry B. Porter, U. of Massachusetts, Amherst; Mark Cordano, Ithaca College; Stephanie Welcomer, U. of Maine; Robert F Scherer, Cleveland State U; Gordon P. Rands, Western Illinois U.: Lorena Pardenas. Universidad de Concepcion: Victor Parada, Universidad de Santiago; Sridevi Shivarajan, Temple U.; Lynne Andersson, Temple U.

1270 ♠ → •: (Paper Session) - (PNP) Organizational **Performance in the Nonprofit Sector**

2:30pm - 3:50pm Hilton Atlanta: Monroe

Chair: Beth Gazley, Indiana U., Bloomington

PaAn Exploratory Study of Organizational Culture and Effectiveness in Christian Churches | Brady Boggs, Regent U.; Dail Fields, Regent U.

- Strategic Management and Performance of Humanitarian Systems: Patterns From the Study of Two NGOs | Fahim Youssofzai, Royal Military College of Canada; Taieb Hafsi, HEC Montreal
- The Impact of Geographic and Product Diversification on Performance in Charitable Organizations | Geoff Kistruck, Ivey School of Business
- A Trust-Control Framework for Predicting Intrapreneurial Orientation and Performance in Nonprofits | Michael Gene Stull, California State U., San Bernardino; Jagdip Singh, Case Western Reserve U.; John D Aram, Lesley U

1271: (Paper Session) - (RM) Approaches to Testing Mediation

2:30pm - 3:50pm Atlanta Marriott Marquis: Chablis & Picard Chair: Lucy R. Ford, Rutgers U., Camden

Discussants: Lisa Schurer Lambert, Georgia State U.; Nhung T. Nguyen, Towson U.

Testing Mediating Effects with Latent Variables: Bootstrapping with Structural Equation Models | Gordon W Cheung, The Chinese U. of Hong Kong; Rebecca S. Lau, Virginia Tech

Mediation Testing in Management Research: A Review and Proposals | Robert E. Wood, U. New South Wales: Jodi S. Goodman, U. of Connecticut; Alison Cook, Utah State U.; Nadin Beckmann, U. of Sydney

Mediation in Strategy Research: Conceptual Beginnings, Current Application, & Future Recommendations | Tovah L. Miller, Texas A&M U., College Station: Maria Carmen Triana. Texas A&M U.; Christopher Ray Reutzel, Texas A&M U.; S. Trevis Certo, Texas A&M U.

Methods and Approaches to Assessing Distal Mediation | Thomas D. Fletcher, U. of Missouri, St. Louis

1272: (Paper Session) - (SIM) Stakeholder Management 2:30pm - 3:50pm Hilton Atlanta: DeKalb

Chair: James Weber, Duquesne U.

Developing a Corporate Expressiveness Model for Managing Favorable Impressions Among Stakeholders | Mignon Van Halderen, RSM Erasmus Univ.; Cees. B.M. van Riel, RSM Frasmus U.

→ Effects of Corporate Social Responsibility and Ethical Fit on Employee Attraction and Retention | David A. Coldwell, U. of KwaZulu-Natal; Jon Billsberry, Open U.; Nathalie van Meurs, Open U.; Philip Marsh, Open U.

- → The Impact of Corporate Social Responsibility on Consumer Trust: Evidence from Fair Trade Products | Nicola Misani, Bocconi U.; Sandro Castaldo, Bocconi U.; Francesco Perrini, Bocconi U.; Antonio Tencati, Bocconi U.
- Justice and Large Corporations: What Do Activist Shareholders Want? | Jeanne M Logsdon, U. of New Mexico; Harry J Van Buren, U. of New Mexico

1273: (Paper Session) - (SIM) Law and Public Policy for **Business**

2:30pm - 3:50pm Hilton Atlanta: Douglas

Chair: Richard Marens, California State U., Sacramento

Rethinking Regulation: The Influence of the Institutional Environment on Regulatory Policy | Adam Fremeth, University of Minnesota; Guy Holburn, U. of Western Ontario

Does Knowledge of the Law Change Perceptions of the Role of Law and Ethics in Business? | Constance E. Bagley. Harvard U.; Gavin Clarkson, U. of Michigan, Ann Arbor

© Government-oriented Corporate Public Relation Strategy in Transitional China | ZhiLong Tian, Huazhong U. of Sci. & Tech. China; Yuanqi He, Huazhong U. of Sci. & Tech. China Levels of Participation in Corporate Political Strategies:

Collective vs. Individual Action I Mine Ozer, U. of Texas. Dallas; Seung-Hyun Lee, U. of Texas, Dallas

1274 ■JS: (SIM, HR) Unmasking Workplace Deviance: **Exploring the Common Threads of Two Faces of Deviance**

2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom B & E

Chair: Bella L. Galperin, U. of Tampa

Discussant: Rebecca J Bennett, Louisiana Tech U.

When Good Eggs Go Bad: Conscientious Deviants | Kristin Smith-Crowe, U. of Utah: Suzanne Chan-Serafin, Tulane U.: Arthur P Brief, Tulane U.; Ann Tenbrunsel, U. of Notre Dame Deviant and Citizen: Same Actor, Two Roles? | Suzy Fox,

Loyola U. Chicago Understanding Workplace Destructive and Constructive Deviance | Bella L. Galperin, U. of Tampa

Workplace Deviance: What is the Theoretical Relevance of Intent? | Danielle E. Warren, Rutgers U.

1275 ■JS: (SIM, PNP, BPS) Research Frontiers in Corporate Philanthropy

2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom A & F Keynote Speaker: Archie B Carroll, U. of Georgia

Chair: Stephen Brammer, U. of Bath

Discussants: Mary Tschirhart, Syracuse U.; Jennifer J Griffin, George Washington U.

Presenters: Lance Moir, Cranfield School of Management; Andrew I. Millington, U. of Bath; Lucas C.P.M. Meijs, Erasmus U.; Judith M. Van der Voort, Erasmus U.; Ann K. Buchholtz, U. of Georgia

1276: (Paper Session) - (TIM) Leadership & Innovation 2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 5 - Monte Carlo Chair: Steven Casper, Keck Graduate Institute

Discussant: Adam M. Kleinbaum, Harvard U.

Role of Heavyweight Product Manager in the Fuzzy Front End of New Product Development | Rupak Rauniar, Jackson

State U.; Greg Rawski, U. of Evansville; Paul Hong, U. of Toledo; William Doll, U. of Toledo

₱Lessons from the Search for the Perfect R&D Leader I Michael C. Nippa, Freiberg U.

Does Leadership Really Drive Innovation? | Nicholas O'Regan, Middlesex U.; Abby Ghobadian, Brunel U.

1277 : (Paper Session) - (TIM) Knowledge Management & Spillovers

2:30pm - 3:50pm Atlanta Marriott Marguis: Cluster 5 - Riviera

Chair: Tim Swift, Temple U.

Discussant: Daniel Tzabbar, U. of Central Florida

- ■Birds of a Feather Better Together? How Co-Ethnicity and Co-Location Influence Knowledge Flows | Ajay K. Agrawal, J.L. Rotman School of Management, University of
- → Science, Social Networks and Spillovers | Olav Sorenson, London Business School; Jasjit Singh, INSEAD
- Managing Knowledge Spillovers: The Impact of Absorptive Capacity on Innovation Performance | Josep A. Tribó, U. of Carlos III Madrid; Andrea Fosfuri, U. of Carlos III de Madrid; Alvaro Escribano, Carlos III U.

1278: (Paper Session) - (TIM) Industry Evolution

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La

Chair: Ajit Appari, Syracuse U.

Discussant: Johann Peter Murmann. U. of New South Wales / U. of Sydney

Market Fragmentation, Breadth of Component Capability, and Survival of Incumbents | Raja Roy, Tulane U.; Violina Rindova, U. of Maryland, College Park

Action. Structure and Technological Change | Shih-Chang Hung, National Tsing Hua U.; Min-Fen Tu, National Tsing Hua U.

The Dynamic Role of Knowledge Relatedness at Industry Birth: The Evolution of the Airbag Industry | Wonhee Lee, U. of Michigan, Ann Arbor; Sebastian Fixson, U. of Michigan

Dominant Designs and Population Dynamics in Automobile Emission Control System, 1968-1998 | Jaegul Lee, Carnegie Mellon University

1279 : (Paper Session) - (TIM) Mergers & Acquisitions

2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - South Hampton

Chair: Victor Seidel, U. of Oxford

Discussant: Saikat Chaudhuri, U. of Pennsylvania

₽ A Comparison of Acquirer and Target Firm Perspectives on Acquisition Success | Margaret Dalziel, U. of Ottawa

The Effect of M&A on Inventions Quality: An Exploratory Study | Giovanni Valentini, Bocconi U.; Maria Chiara Di Guardo, Cagliari U.

Predicting Changes in Acquirer R&D Patterns: How Does Technology Sourcing Play a Role? | Karen Elizabeth Ruckman, Simon Fraser U.

Acquisition Integration and Productivity Losses in the Technical Core | Srikanth Paruchuri, U. of Florida; Atul Nerkar, U. of North Carolina, Chapel Hill; Donald C. Hambrick, Pennsylvania State U.

Tuesday 2:45PM

1280: (AAA) Conference Break

2:45pm - 3:15pm Hyatt Regency Atlanta: Grand Hall - Break Area Organizer: George T Solomon, George Washington U.

Tuesday 4:10PM

1281 ■: (BPS) Finalists for the BPS Best Dissertation Award

4:10pm - 5:20pm Atlanta Marriott Marguis: Cluster 3 - Bonn

The BPS dissertation award finalists will present their work in this session. We'll announce the winner at the BPS business meeting afterwards.

Organizer: Anita McGahan, Boston U.

Decision Making Influences of Trade Association Membership Scott G. Johnson. Oklahoma State U.

The Re-Emergence of Foreign Banks in Shanghai: An Ecological Analysis | Jeroen Kuilman, Erasmus U.

"Start-Ups in Nascent Markets: Building a Strong AlliancePortfolio From a Low-Power Position | Pinar Ozcan, IESE. U. of Navarra

Three Essays on Innovation and the Impact of Capital Markets | Hart E. Posen, University of Michigan

Strategy as Synthesis: Andrews Revisited | Pamela Sloan, **HEC Montreal**

When Does Scientist Mobility Affect Search and Technological Repositioning? Biotech Patent Evidence | Daniel Tzabbar, U. of Central Florida

Strategic Incentive Systems: An Investigation of Managerial Incentives and Competitive Interaction | Govert Vroom, Purdue U.

1282 : (Paper Session) - (BPS) New Ventures: Put Your Money Where Your Mousetrap Is (Risk/Uncertainty Mgt)

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 3 - Cabinet Chair: Niron Hashai, Hebrew U. of Jerusalem Discussant: Raghu Garud, Penn State University Not all Risk Taking is Born Equal: The Influence of Perceptions on Risk Taking Outcomes | Nathan Thomas Washburn, Arizona State U.; William H Glick, Rice University; Luis R. Gomez-Mejia, Arizona State U.

Challenges of Temporal Discounting and the Firm-Level Horizon Problem | David Souder, U. of Minnesota

Not All Risk is the Same: Performance Aspirations and Strategic Resource Renewal | Thomas P. Moliterno, U. of South Carolina

1283: (Paper Session) - (BPS) Diversification/M&A: Adding Stakeholder Sauce to the Mix

4:10pm - 5:20pm Atlanta Marriott Marguis: Cluster 3 - London

Chair: Richard H. Lester. Louisiana Tech U.

Facilitator: Yuri Mishina, Michigan State U.

The Influence of the Type and Number of Blockholders on R&D Investments | Pascual Berrone, Carlos III U.; Jordi Surroca, U. of Carlos III Madrid; Josep A. Tribó, U. of Carlos III Madrid

A Diversification Lens for Corporate Social Responsibility (CSR) | Darrell G. Coleman, U. of Utah; Karin M Fladmoe-Lindquist, U. of Utah

Does Debt Discipline Growth? It Depends on the Type of Debt Jonathan O'Brien, U. College Dublin; Parthiban David, U. of Notre Dame

1284: (Paper Session) - (BPS) Competitive Advantage: BPS Seal of Approval (Reputation as a Strategic Asset)

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 3 - State

Chair: Constanta Denisa Mindruta, University of Illinois

Discussant: David Deephouse, U. of Alberta

Effects of Awards: The Role of the Selection System and Timing | Gerda Gemser, Groningen U.; Mark a.a.m. Leenders, Amsterdam U.; Nachoem M. Wijnberg, Amsterdam U.

Relationships Between Firm Characteristics and Corporate Reputation: A Quantile Regression Analysis | Deepak K Datta, U. of Texas, Arlington; Martina Musteen, San Diego State

PoSome Lenders Are More Equal than Others | David Gaddis Ross, New York University

1285 ©: (Paper Session) - (BPS) Strategy Process: Temporal Paths to a Timely Strategy

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Lucia Marchegiani, Luiss Guido Carli U.

Facilitator: Mary J Waller, U. of Maastricht

A Dynamic Model of Strategy Formation: Positions, Paths and Processes in Motorola's China Expansion | Anne W. Fuller, Georgia Institute of Technology

Performance Implications of Temporal Orientation and IT in Organization-Environment Alignment | Clay Dibrell, Oregon State U.; Peter Davis, U. of Memphis

The Temporality of strategy | Sarah Kaplan, U. of Pennsylvania; Wanda J Orlikowski, Massachusetts Institute of Technology

Changing Fortunes: Making Sense of Corporate Reputation over Time | Y Sekou Bermiss, Northwestern U.; Edward Zajac, Northwestern U.

1286: (Paper Session) - (BPS) Industry Dynamics: Let the Games Begin (Strategy Under Deregulation)

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 3 - Zurich

Chair: Elizabeth A. Alexander, George Washington U.

Discussant: Bennet Zelner, Duke U.

Deregulation, Governance and Bank Performance. Evidence from Argentina | María Eugenia Delfino, IAE - Universidad Austral

Nonmarket Strategy Performance: Evidence from U.S. Electric Utilities | Richard G. Vanden Bergh, U. of Vermont; Guy Holburn, U. of Western Ontario; Jean-Philippe Bonardi, U. of Western Ontario

₽Knowledge Capability, Strategic Change, and Firm Performance: The Moderating Role of Environment I Irene Goll, U. of Scranton; Nancy Brown Johnson, U. of Kentucky; **Abdul Rasheed**, U. of Texas, Arlington

Spillover (Protecting Intellectual Property)

4:10pm - 5:20pm Atlanta Marriott Marquis: International 10

Chair: Joseph Gregory Gerard, SUNY Institute of Technology

Facilitator: Michael J Leiblein, Ohio State U.

- ₱ Firm-specific Innovation and Rent Appropriation: Tests of Contingencies | Heli Wang, Hong Kong U. of Science and Technology; Weiru Chen, INSEAD
- Posting "Keep Out" Signs on an IP Portfolio: Strategies for Warding Off Imitative Search | PuayKhoon Toh, U. of Michigan, Ann Arbor; Gavin Clarkson, U. of Michigan, Ann Arbor
- ■How Open Should Open Innovation Be? External Knowledge Sourcing, Knowledge Protection and Innovation Ruiming Lin. London Business School: Felipe Monteiro. London Business School; Julian Birkinshaw, London Business School
- The Role of Knowledge Integration and Protection on Alliance Structures | Hyung-Deok Shin, George Mason U.; Hun Lee, George Mason U.

1288: (Paper Session) - (BPS) Networks: Designing IT **Outsourcing Contracts**

4:10pm - 5:20pm Atlanta Marriott Marguis: International 8

Chair: Franck Brulhart, U. Aix-Marseille 2

Discussant: Joanne Elizabeth Oxley, U. of Toronto

Learning, Competence, and Contractual Detail | Bart Vanneste, London Business School: Phanish Puranam, London **Business School**

Ambidexterity in Contract Design: Term Specificity and Flexibility in Outsourcing Contracts | Yuanyuan Chen, Emory U.; Anandhi Bharadwaj, Emory U.

Contracting Costs in Outsourcing Partnerships:An Investigation of Termination Provisions | Africa Arino, IESE Business School; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Kyle J Mayer, U. of Southern California; Juan Jané, Hewlett Packard

1289 : (Paper Session) - (BPS) Governance: Paying CEOs with Monopoly Money?

4:10pm - 5:20pm Atlanta Marriott Marguis: International 9

Chair: Yan Anthea Zhang, Rice U.

Discussant: Andrew D Henderson, U. of Texas, Austin How Long-Tenured CEOs Avoid Leverage: A Test of the Effectiveness of Incentives and Monitoring | Patrick L. McClelland, University of Kansas; Vincent L Barker, U. of

Compensation Consultants and Executive pay: UK Evidence | Martin J. Conyon, Wharton School; Simon Peck, Case Western Reserve U.

■ Moderating Role of CEO Stock Options in the Relationship between R&D intensity and Firm Performance | Mohamed Feras Salama, U. Texas at El Paso; Trien V Le, U. Texas at El Paso; Lance Brouthers, U. of Texas at El Paso

1290 : (Paper Session) - (CAR) Individual and Organizational **Effects on Career Decisions and Transitions**

4:10pm - 5:20pm Hyatt Regency Atlanta: Cairo

Chair: Rocio Bonet, U. of Pennsylvania

Discussants: Sally J. Power, U. of St. Thomas; Holly S Slay,

Rochester Institute of Technology

The Effects of Gay-Friendly Company Policies on Gay and Lesbian Recruits' Job Choice Decisions | Carolyn Wiethoff, Indiana U., Bloomington

- Dislocated Workers and the Community College: A Partnership for Transitions | Cindy C Murphy, St. Ambrose U.
- If I Could Do It Again: Examining the Relationship Between Career Transitions and Career Regrets | Sherry E. Sullivan, Bowling Green State U.; Monica L Forret, St. Ambrose U.; Lisa A Mainiero, Fairfield U.
- → Relationships of Personal Factors, Job Factors and Non-Work Factors with Retirement Intentions | Michael O'Driscoll, U. of Waikato; Sarah Naude, NZ Navy

1291 ♥ ■: (CAR) Voices of Reality: Practitioner Perspectives on Current Issues in Health Care Executive **Careers**

4:10pm - 5:20pm Hyatt Regency Atlanta: Vancouver

Chairs: Peter A Weil, American College of Healthcare Executives; Schalon Harrison Newton, Case Western Reserve U.

A panel discussion featuring executives and headhunters in the health care field will be presented. | Adrienne Graves, Santen, Inc.; Marie Cameron, RMP Group, LLC; A. Donald Faulk, Central Georgia Health System; J. Craig Honaman, H & H Consulting Partners, LLC; Grant T. Savage, U. of Alabama; J. Larry Tyler, Tyler and Company

1292 CAU: (CAU) Working Internationally: The Life of the **Ethnic Minority Expatriate**

4:10pm - 5:20pm Hyatt Regency Atlanta: Brussels

Organizers: Daria Crawley, Robert Morris U.; Darlene Gambill Motley, Robert Morris U.; Charlotte Broaden, Xavier U.

1293 CAU: (CAU) Knowledge Creation: The Role of Indigenous and Traditional Knowledge in Science

4:10pm - 5:20pm Hyatt Regency Atlanta: Geneva

Organizer: Shantha Liyanage, The University of Aukland

1294 ■: *(CM)* Hurricane Katrina: Consequences of Inaction and Mismanagement in Race-Related Public Concerns

4:10pm - 5:25pm Hyatt Regency Atlanta: Hanover A

Organizers: Melissa C Thomas-Hunt, Cornell U.; Ashleigh Shelby Rosette. Duke U.

Participants: Rodney Lacey, U. of California, Irvine; Kimberly A Wade-Benzoni, Duke U.; Stacy Blake-Beard, Simmons College; Martin N. Davidson, U. of Virginia; Amy J.C. Cuddy, Northwestern U.

1295 JS: (CM, OB) Jockeying for Position: The Dynamics of Status and Power in Social Groups

4:10pm - 5:35pm Hyatt Regency Atlanta: Hanover C

Chair: Cameron Anderson, U. of California, Berkeley

Discussant: Keith Murnighan, Northwestern U.

Battling for Status: The Origins and Outcomes of Status Conflicts in Groups | Gavin James Kilduff, U. of California, Berkeley; Cameron Anderson, U. of California, Berkeley

Picking up the Gauntlet: How Individuals Respond to Status Challenges | Christine L. Porath, U. of Southern California; Jennifer R. Overbeck, U. of Southern California; Christine Pearson, Thunderbird, American Graduate School of International Mamt.

Self-monitoring, Status, and the Perception and Emergence of Exchange Relations | Frank Flynn, Columbia U.; Ray

Reagans, Columbia U.; Emily T. Amanatullah, Columbia U.; Daniel Ames, Columbia U.

Power, Culture, and Action: Considerations in the Expression and Enactment of Power in East Asian an | Chen-Bo Zhong, Northwestern U.: Joe Magee, New York U.: Adam Galinsky. Northwestern U.; William W. Maddux, Northwestern U.

1296 €→: (Paper Session) - (CMS) Learning and Reflexivity: **Local to Global Critique**

4:10pm - 5:20pm Atlanta Marriott Marguis: Cluster 4 - Yukon

Chair: Maxim Voronov, Brock U.

Discussant: Gordon E Dehler, College of Charleston

- ■Global Domination and Leadership in the World Market | Abbas J Ali. Indiana U.
- Dialectics of Corporate Entrepreneurship | Mariusz Bratnicki, Karol Adamiecki U. of Economics in Katowice; Bartlomiej J. Gabrys, Karol Adamiecki U. of Economics in Katowice; Agata Austen, Karol Adamiecki U. of Economics in Katowice
- Introducing Reflexive Critique in the Business Curriculum: Reflections on the Lessons Learned | Elena P Antonacopoulou, U. of Liverpool
- The Anthropological Method: Organization and Institution Maria Bonnafous-Boucher, Advancia, Chamber of Commerce and Industry, Paris

1297 □ • → •: (CMS) CMS Plenary: CMS Perspectives on Race and Gender

4:10pm - 5:20pm Atlanta Marriott Marquis: Tigris & Danube Introduction: Bill Cooke, U. of Manchester

Speakers: Marta B. Calas, U. of Massachusetts, Amherst; Joanne Martin, Stanford U; Stella M. Nkomo, U. of South Africa; Linda

Smircich, U. of Massachusetts, Amherst

1298: (Paper Session) - (ENT) Social Entrepreneurship

4:10pm - 5:20pm Hilton Atlanta: Crystal Ballroom C & D

Chair: Toni Buchsbaum Greif, Capella U.

Social Entrepreneurship and Venture Philanthropy: The New Frontiers of Business in Society Research | Francesco Perrini, Bocconi U.; Clodia Vurro, Bocconi U.

- Public Sector Entrepreneurship Distinguished | Claudine Kearney, University College Dublin; Frank Roche, U. of College Dublin
- Social Entrepreneurship: Pattern-Changing Entrepreneurs and the Scaling of Social Impact | David Allen Sherman. Case Western Reserve U.
- Institutional Antecedents of Governance Choice in Social Entrepreneurial Ventures | David M. Townsend, U. of Oklahoma

1299: (Paper Session) - (ENT) Entrepreneurship and **Economic Development**

4:10pm - 5:20pm Hilton Atlanta: Jefferson

Chair: Sandra Larew, University of Phoenix

- ■In the Eyes of the Nascent Entrepreneur: Effectiveness of and Satisfaction with Assistance Programs | Juita-Elena Yusuf, U. of Kentucky
- Outside Assistance in New Ventures: The Influence of Founder Experience and Environmental Context | Michael L. DeVaughn, U. of Minnesota; Myleen Leary, Cal Poly San Luis Obispo

- Growing Indigenous Firms for Economic Development | C.H. Tzeng, McGill
- ■The Effects of Individual and Environmental Factors on Motivation for Self-Employment | Lei Wang, U. of Texas, Pan American

1300 : (Paper Session) - (GDO) Is Diversity "Managed" by Organizations or by Diverse Employees?

4:10pm - 5:20pm Hyatt Regency Atlanta: Hong Kong

Chair: Jorge A. Gonzalez, U. of Wisconsin, Milwaukee Discussant: Robert Gregory DelCampo, U. of New Mexico Diverse Succession Planning: Lessons From the Industry Leaders | Charles R. Greer, Texas Christian U.: Meghna Virick, San Jose State U.

- rate The Challenge of Increasing Minority Faculty: What Matters Most (and It's Not What You Think) | E. Holly Buttner, U. of North Carolina, Greensboro: Kevin B. Lowe, U. of North Carolina, Greensboro; Lenora Billings-Harris, U. of North Carolina, Greensboro
- Po Notes for the Journey: Towards a Competency Model for Management Faculty of Color | Rayshad Anthony Holmes, George Washington U.
- Theoretical Guidance for Research in Workplace Diversity: Possibilities in New Institutional Theory | Trish Boyles, Virginia Polytechnic Institute

1301 **○ •**: (Paper Session) - (GDO) Women on Boards: Providing Role Models and Increasing Performance, but Still Few at the Top

4:10pm - 5:20pm Hyatt Regency Atlanta: Kennesaw Chair: Eileen Kaplan, Montclair State U.

Discussant: Robyn A. Berkley, Rensselaer Polytechnic Institute

- Nan Analysis of the Gender Diversity in Editorial Boards of Management Journals | Isabel Metz, U. of Melbourne; Anne-Wil Harzing, U. of Melbourne
- ₽-Role Models, Work Identity and Senior Women's Career Progression – Why Are Role Models Important? I Ruth H.V. Sealy, Cranfield U.; Val Singh, Cranfield U.

Harlow Distinguished Paper Award Nominee

- ■Women in the Director's Seat: Mediators of the Board Gender Diversity-Firm Performance Relationship | Toyah L. Miller, Texas A&M U., College Station
- Women and Boards of Directors After Sarbanes-Oxley: Good News...and Better News | Dan R. Dalton, Indiana U., Bloomington; Catherine M. Dalton, Indiana U., Bloomington

1302 ■JS: (GDO, HR, OB) Understanding Workplace Discrimination: Implications for Employer and Public Policy Responses

4:10pm - 5:20pm Hyatt Regency Atlanta: Inman Organizer: Mary E. Graham, Clarkson U.

Discussants: Alison Konrad, U. of Western Ontario; Quinetta M. Roberson, Cornell U.

Reasonable Accommodations for Employees with Disabilities: The Racial Divide | Deborah Balser, U. of Missouri, St. Louis; Michael Harris. U. of Missouri, St. Louis

The High Cost of Seeking a Pay Raise: Differences in Responses to Women's v. Men's Use of Influence | Maura

- A. Belliveau, Texas A&M U., College Station; Wendy R. Boswell, Texas A&M U., College Station
- A Time-Ordered Path Model of Discrimination Lawsuits: How Firms Manage and Resolve Crises | Lynn Perry Wooten, U. of Michigan, Ann Arbor
- Which Industries are the Best Employers for Women? An Application of a New EEO Index | Mary E. Graham, Clarkson U.: Julie L. Hotchkiss. Federal Reserve Bank of Atlanta

1303 JS: (HCM, MOC) Organizational Resilience: A Social **Mechanisms Perspective**

4:10pm - 5:20pm Hilton Atlanta: Gwinnett

Chairs: Michelle Barton, U. of Michigan, Ann Arbor; Marlys K. Christianson, U. of Michigan, Ann Arbor

Discussant: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor Cross-Boundary Coordination in an Air Control Tower: Relationships as a Source of Resilience | **Jody Hoffer** Gittell, Brandeis U.; Carlos Martin-Rios, U. Carlos III de Madrid Resilient Response to Adversity: The Role of Collective Knowledge | Michelle Barton, U. of Michigan, Ann Arbor

Making Sense of the Patient's Symptoms: Resilient Organizing in the Emergency Department I Marlys K. Christianson, U. of Michigan, Ann Arbor

Underlying Social Mechanisms of Organizational Resilience: The Role of Connective Capacity | Edward H. Powley, Case Western Reserve U.

1304: (HR) Recruitment in the Information Age: An Examination of Emerging Issues in the Recruitment **Domain**

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover B

Chair: Crystal M. Harold, IUPUI

Discussant: James A. Breaugh, U. of Missouri, St. Louis

Labor Market Forces, Recruiter Incentives, and Applicant Pool Quality: Implications for Web-Based Recruitment Strategizing | Brian R. Dineen, U. of Kentucky; Ian O. Williamson, U. of Marvland, College Park

Types of Fit Information Emphasized in Job Advertisements: Effects of Online Versus Newspaper and Job Level I Jocelyn M. Junaid, U. of Calgary; Kelly A. Piasentin, U. of Calgary; Derek S. Chapman, U. of Calgary

A Longitudinal Investigation of Job Search and Trait Inferences about Organizations | Crystal M. Harold, IUPUI; Jerel Slaughter, U. of Arizona

Can an Organization Overcome a Negative Image? A Longitudinal Experimental Examination of the Effect | Adam M. Kanar, Cornell University; Christopher Collins, Cornell U.; Bradford Bell, Cornell U.

1305: (Paper Session) - (HR) HRM Practices and Organizational Outcomes: Alternative Mechanisms

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover F Chair: Kay Bunch, Georgia State U.

Discussant: David K Palmer, University of Nebraska at Kearney The Nature of High Involvement Work Systems: A Test of Competing Models | Morris B. Mendelson, UNBSJ

→ HRM and Organizational Performance: A Test of Competing Models in the Greek Manufacturing Sector | Pawan S. Budhwar, Aston U.; Anastasia Katou, U. of Macedonia

Measuring the Influence of HR Systems | Mark Podolsky, McMaster U.

1306 : (Paper Session) - (HR) Job Analysis and Job Design: Implications for Performance

4:10pm - 5:20pm Hyatt Regency Atlanta: Singapore *Chair:* **Christiane Spitzmueller**, U. of Houston

Psychological Contract Theory and Volunteer Management | Tracy Lynn Taylor, U. of Technology, Sydney; Simon Darcy, U of Technology, Sydney; Russell Hoye, La Trobe U.; Graham Cuskelly, Griffith U

- Examining Role Ambiguity and Cognitive Complexity in Judgments of Work Role Requirements | **Erich C. Dierdorff**, DePaul U.; **Robert S. Rubin**, DePaul U.
- → The Domain of Job Performance and their Antecedents and Consequences: An Integrated Model | Kenneth S Law, Hong Kong U. of Science and Technology; Hui Wang, GSM, Peking U.; Yanlan Ma, Department of Nursing, Beijing General Hospital of PLA; Jianrong Wang, Department of Nursing, Beijing General Hospital of PLA; Qian Li, GSM, Peking U.
- A Relational Approach to Job Design and the Coordination of Work | Jody Hoffer Gittell, Brandeis U.; Dana Beth Weinberg, Queens College; Adrienne Bennett, Newton-Wellesley Hospital; Joseph A. Miller, Independent Consultant
- Can Training Improve the Quality of Inferences Drawn in Competency Modeling? A Field Experiment | Filip Lievens, Ghent U.; Juan I. Sanchez, Florida International U.

1307 →: (Paper Session) - (IM) Organizational Citizenship Behavior

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam

Chair: Brenda Geren, W Texas A & M

Discussant: Nagarajan Ramamoorthy, University of Houston-Victoria

Helping You Out While I'm Away: Examining Tenure
Diversity, Leader Support and OCB in Global Teams |
Guohong Han, U. of Illinois, Urbana-Champaign
Doug Nigh Award Finalist

- → The Impact of Cultural Differences on Commitment and its Influence on OCB, Turnover, and Strain | Joerg Felfe, Technical University of Braunschweig; Wenhua Yan, East China Normal University; Bernd Six, Martin Luther University
- ◆→ OCB in a Cross-Cultural Context: A Comparison of South Africa and the United States | David L. Turnipseed, Indiana U./Purdue U.; Debo Akande, Potchefstroom U.

1308 →: (Paper Session) - (IM) Management of International Mergers and Acquisitions

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Madrid

Chair: Monia Mtar, Edinburgh U.

Discussant: Arjen Slangen, Erasmus U. Rotterdam

Part The Effect of Institutional Context and Firm Specificities on Merger Abandonment and Completion | Desislava Dikova, U. of Groningen; Padma Rao Sahib, Groningen U.

IM Best Paper Finalist

IM Best Paper Finalist
Doug Nigh Award Finalist

- → The Influence of Foreign Investment Strategies on Corporate Divestment | Heather Berry, U. of Pennsylvania
- → Managing the Border: Organizational Identity and Communication in Mergers and Acquisitions | Olivier Irrmann, HEC Montreal
- Pu→ International Mergers and Acquisitions Performance:
 Acquirer Nationality and Integration Approaches | Yaakov
 Weber, College of Management, Israel; Arie Reichel, Ben Gurion U., Israel; Shlomo Yedidia Tarba, Ben-Gurion U./Rishon
 LeZion College of Management

IM Best Paper from an Under-represented Country Finalist

1309 �→: (Paper Session) - (IM) Managing Executive and Employees: Pay and Performance

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Stockholm Chair: Liang Zhu, Purdue University, Indiana Discussant: Nathalie Drouin, ESG-UQAM

- → What We Know and Don't Know About Performance Management from an International/Global Perspective. | Lisbeth Claus, Willamette U.; Dennis R Briscoe, U. of San Diego
- □ → The Love of Money to Pay Level Satisfaction Relationship | Thomas Li-Ping Tang, Middle Tennessee State University; **Toto Sutarso**, Middle Tennessee State University; Adebowale Akande, International Institute of Research; Michael W. Allen, U. of Sydney; Abdulgawi Salim Alzubaidi, Sultan Qaboos U.; Mahfooz Alam Ansari, U. Science Malaysia; Fernando Arias-Galicia. Universidad Autónoma del Estado de Morelos; Mark G. Borg, U. of Malta; Luigina Canova, U. of Padua; Brigitte Charles Pauvers, U of Nantes; Bor-Shiuan Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Linzhi Du, Nankai U.; Ilya Garber, Saratov State Social-Economic U; Consuelo Garcia De La Torre, Technological Institute of Monterrey; Rosario Correia Higgs. Polytechnic Institute of Lisbon-Portugal; Abdul Hamid Safwat Ibrahim, Iman U; Chin-Kang Jen, National Sun Yat-Sen U.; Ali Mahdi Kazem, Sultan Qaboos U.; Kilsun Kim, Sogang U.; Vivien KG Lim. National U. of Singapore: Roberto Luna-Arocas, U. of Valencia; Eva Malovics, U. of Szeged; Anna Maria Manganelli, U. of Padua; Alice S. Moreira, Federal U. of Para; Anthony Ugochukwu Obiajulu Nnedum, Naamdi Azikiwe U.; Johnsto E. Osagie, Florida A & M U.; A Ahad M Osman-Gani, Nanyang Business School; Francisco Costa Pereira, Polytechnic Institute of Lisbon-Portugal; Ruja Pholsward, U. of the Thai Chamber of Commerce; Horia Pitariu, Babes-Bolyai U; Marko Polic, U. of Ljubljana; Elisaveta Sardzoska, U. St. Cyril and Methodius; Allen F. Stembridge, Southwestern Adventist U.; Theresa Li-Na Tang, Affinion Group; Thompson SH Teo, National U. of Singapore; Marco Tombolani, U. of Padua; Martina Trontelj, U. of Ljubljana; Caroline Urbain, U. of Nantes; Peter Vlerick, Ghent U.
- ◆ Cross-National Differences in Performance Attribution | Flora F T Chiang, Chinese University of Hong Kong; Thomas A Birtch, Cambridge U.
- → Capital Markets and CEO Pay | Steffen H. Brenner, Humboldt-University Berlin

1310 →: (Paper Session) - (IM) Identity, Culture and Internationalization of the MNC

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Trinidad

Chair: Angelica Marte, U. of Zuerich

Discussant: Mike Geppert, Queen Mary U. of London

- → Organizational Identity and the Strategy-Structure Link in Multinational Corporations | Justin Wolfgang Webb, Texas A&M U.; Laszlo Tihanyi, Texas A&M U.; R. Duane Ireland, Texas A&M U.
- → Psychic Distance and Learning Choices in the Multinational Corporation I C-C. Fatima Wang, U. of Cambridge; Charles Hampden-Turner, U. of Cambridge; Tony Holden, U. of Cambridge
- Foreign Economic Activity | Lyubov A. Bogun, Odesa Institute of Entrepreneurship and Law; Dmitro A. Sokolov, Independent Researcher

IM Best Paper from an Under-represented Country Finalist

→ Exploring the Nature of Organizational Culture-Performance Relationships: US and W. African Nations | **Evelyn Winston**, Clark Atlanta U.; Kofi Q. Dadzie, Georgia State U.

1311: (Paper Session) - (IP) Social Capital Impact on Leadership Potential

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A1 Facilitator: Margaret M. Hopkins, U. of Toledo

- **ODC:** Change Leader Career Development: The Interplay of Social Capital, Sponsorship and Self Identity | Zara F. Larsen. Case Western Reserve U.
- **©GDO:** Effective Leadership and Successful Advancement: Perspectives from Women in Health Care | Margaret M. Hopkins, U. of Toledo; Deborah A. O'Neil, Case Western Reserve U.
- → OB: The Relationships among Social Intelligence, Cultural Intelligence and Emotional Intelligence | Kerri Crowne,
- IM: Creating the Trans-Cultural Lens: Cross-Cultural Experiences in Leadership Development | Charles E Wilson, North Carolina A&T State U.
- PNP: Examining Strategic Locus of Control with Nonprofit Leaders: A Confirmatory Factor Analysis Scale | William J. Ritchie, Florida Gulf Coast U.; John J. Sherlock, Western Carolina U.

1312 : (Paper Session) - (IP) Entrepreneurial Cognition and New Venturing

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A2 Facilitator: Ronald K Mitchell, Texas Tech U.

- **ENT:** Self-Regulation and Risk Taking in Entrepreneurial Opportunity Selection and Exploitation | Peter Bryant, U. of Sydney
- → **MOC**: Comparative Business Systems and Entrepreneurial Cognitions | Sun Kyu (Dominic) Lim, U. of Western Ontario; Eric A. Morse, U. of Western Ontario; Ronald K Mitchell, Texas Tech U.; Kristie K Seawright, Brigham Young
- **ENT:** Understanding the Role of Emotions in Organizational Innovativeness and Opportunity Recognition | Malavika Sundararajan, Rensselaer Polytechnic Institute

ENT: Environmental Munificence for Entrepreneurs: Entrepreneurial Alertness, Self-Efficacy & Commitment | Jintong Tang, U. of Alabama

1313: (Paper Session) - (IP) New Perspectives and Research on the Strategy Process

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A3 Facilitator: Jaume Villanueva, U. of Minnesota

- → **COMT:** The Tsunami Effect: Multinational Companies and Natural Disasters | Alan Muller, University of Amsterdam; Gail Whiteman, Erasmus U.; Judith M. Van der Voort, Erasmus U.
- **CMS:** Acting Against One's Best Interest: The Conservative Movement in the American Heartland | Jaume Villanueva, U. of Minnesota
- **②→BPS:** Unearthing the Strategist | James A. Cunningham, National University of Ireland, Galway; Brian Harney, U. of Cambridge
- **CMS:** Becoming Misrepresentations in Strategy and Time Steven J Henderson, Southampton Solent U.; Ajay Bhalla, Cass Business School; David Watkins, Southampton Business School, U.K.; James Connelly, Not Specified
- **■PNP:** Strategy, Structure and Process in the Public Sector: A Test of the Miles and Snow Model | Rhys Andrews, Cardiff U.: George Alexander Boyne. Cardiff U.: Jennifer Law. U. of Glamorgan; Richard Mark Walker, Hong Kong U. of Science and Technology

1314: (Paper Session) - (IP) Ethics and Pedagogical Design **Issues in Management Education**

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A4 Facilitator: Michael George Bowen, U. of South Florida

- **MED:** A Pre/Post Empirical Assessment of the Effectiveness of an MBA Management Skills Course | Lynn Harland, U. of Nebraska, Omaha; Tara Myers, CorVirtus; Andrew Noon. Mutual of Omaha
- MED: Teach Your Children Well: A Research Agenda for Management Education | Lindsey Godwin, Case Western
- **■MED:** Business Faculty Perceptions and Actions Regarding Ethics Education | Laura Lynn Beauvais, U. of Rhode Island: David Desplaces, U. of Hartford; David E Melchar, Roger Williams University; Susan M. Bosco, Roger Williams U.
- SIM: Accountability as a Perceptual Lens for Framing Management Education | Angela Hall, Florida State U.; Michael George Bowen, U. of South Florida; Matthew Todd Royle, Florida State U.; Dale E Fitzgibbons, Illinois State U.
- **©CM:** The Effect of Gradual Degradation on the Failure to Notice Unethical Behavior | Francesca Gino, Harvard Business School; Max H Bazerman, Harvard U.

1315 : (Paper Session) - (IP) Trust, Justice and Affect in **Organizational Conflict**

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B1 Facilitator: Cecily D Cooper, U. of Miami

CM: Was I Unfair? Antecedents & Consequences of Manager Perspective Taking in a Predicament of Injustice | Cecily D Cooper, U. of Miami; Terri A. Scandura, U. of Miami

CM: Mediation as Emotion Management I Andrea Griffin. Marquette U.

- **CM**: The Effect of Transgressions and Post-Transgression Actions on Ability- and Integrity-Based Trust | Madan M Pillutla, London Business School: Julie Davidson, London **Business School**
- → CM: Conflict Management Styles: How Do Japanese, Koreans, and Filipinos Differ from One Another? | Tae-Yeol Kim. City U. of Hong Kong: Chongwei Wang, Ohio State U.: Mari Kondo, Ritsumeikan Asia Pacific U.; Tae-Hyun Kim, Northwestern U.

1316: (Paper Session) - (IP) Entrepreneuship in Emerging **Economies**

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B2 Facilitator: John E Butler, U. of Hawaii at Manoa

- → ENT: Very Small Businesses: From Support of Entrepreneurship to Long Lasting Structures | Christophe Estay, Bordeaux Business School
- →ENT: Selecting Entrepreneurial Alliance Partners in Transition Economies: An Institutional Perspective I Garry D Bruton, Texas Christian U.; David Ahlstrom, Chinese University of Hong Kong; Michael N. Young, Hong Kong Baptist U.; Yuri Rubanik, Moscow Institute of Electronic Technology
- → ENT: Internationalization from Emerging Economies: Evidence of Strategic Entrepreneurship | J Ramachandran, Indian Institute of Management Bangalore; Sourav Mukherji, Indian Institute of Management Bangalore; Mukesh Sud, Indian Institute of Management Bangalore
- → ENT: Culture and International Entrepreneurship: Earth, Wind, and Fire | Morris L Samit, Florida Atlantic U.
- Social Institutional Factors Affecting Entrepreneurship I Manjula S Salimath, University of North Texas; John B Cullen, Washington State U.
- 1317: (Paper Session) (IP) Entrepreneurial Networks 4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B3 Facilitator: Jon T Eckhardt, U. of Wisconsin, Madison
- **ENT:** Reconsidering the Benefits of Entrepreneur's Initial Network Embeddedness for New Venture Growth | Hana Milanov, Indiana U.
- **ENT:** International New Ventures and Domestic New Ventures: An Investigation of Networking Activities | Paul Kirwan, University of Twente; Peter Sijde, van der, University of Twente
- **ENT:** Social Influences on Venture Capitalist Entry to New Technology-Based Industries | Henri Schildt, Helsinki U. of Technology; Mikko Jääskeläinen, Helsinki U. of Technology
- → ENT: The Role of Strong and Weak Ties in Mitigating Asymmetric Information in Cross-Border VC Exits | Mikko Jääskeläinen, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology

1318: (Paper Session) - (IP) Natural and Artificial Processes in the Diffusion of Innovation

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B4 Facilitator: Boris Durisin, Bocconi U.

TIM: Technology Adoption: An Integrative Model of Strategic Factors Driving the Diffusion of Innovation I Boris Durisin. Bocconi U.; Giulia Calabretta, ESADE

- MOC: Adoption Beyond Acceptance: Cognitive Choice and Planning as Precursors for Habitualized Use | Danail Ivanov Ivanov. Case Western Reserve U.
- ▼TIM: Computerized Physician Order Entry Adoption in Hospitals: Waiting for the 3rd Wave of Innovation | M. Thad Phillips, U. of South Alabama; Eric W. Ford, Texas Tech U.; Ann Scheck McAlearney, Ohio State U.
- Innovations by China's Logistics Industry | Chieh-Yu Lin, Chang Jung Christian U.; Yi-Hui Ho, Chang Jung Christian U.
- TIM: Accelerators & Brakes: Adoption of a Technical Standard in the US Cellular Communications Industry | Ranjita Majumder Singh, U. of Toronto

1319: (Paper Session) - (IP) Real Options Perspectives on **Diversification: Performance Implications**

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C1 Facilitator: Theo Peridis, York U.

- **©BPS:** Surviving Industry Decline | William Burpitt, Elon U.; Sally W Fowler, American U.
- **©HCM**: Real Options in Healthcare: Re-Introduction and Applications | David R Williams, Appalachian State U.: Paul H Hammes, Novant Health
- →BPS: Capital Structure, Diversification Strategy and the Asian Financial Crisis: The Singapore Evidence | Elizabeth Ngah-Kiing Lim, Purdue U., West Lafayette, Shobha S Das, Nanyang Technological U.
- BPS: Specialist vs. Generalist: Performance Implication of Organizational Form in High Technology Sectors | Sonic Wu., National Taiwan U.
- **©BPS**: Managing Uncertainty in Real Options: Is Your Asset Vulnerable? I Radu Tunaru. Cass Business School. City Univeristy; Howard Viney, Open U.

1320 : (Paper Session) - (IP) Venture Capital & Corporate **Governance in Small Businesses**

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C2 Facilitator: David Deeds, University of Texas at Dallas **ENT:** Determinants of Board Strategic Involvement in Small

- Norwegian Companies | Amedeo Pugliese, University of Naples "Federico II"
- → ENT: Network Relationship, Governance, Structure and Strategies of Chinese Hi-Tech Small Firms I Wai-sum Siu. Hong Kong Baptist University; Qiong Bao, Hong Kong Baptist University
- **ENT:** The Impact of the Pace of Change in Post-IPO Corporate Governance on Firm Performance | Son Anh Le. Marshall University; Mark Kroll, Louisiana Tech U.; Bruce Walters, Louisiana Tech U.
- **ENT**: Board Working Style and Task Performance in Small Companies | Morten Huse, Norwegian School of Management; Alessandro Zattoni. SDA Bocconi - Parthenope U.: Luca Gnan. Torvergata
- **■ ENT**: Forgiving Business Models for New Ventures I James Fiet, U. of Louisville; Pankaj C Patel, U. of Louisville
- 1321: (Paper Session) (IP) New Directions in Research on **Individual Differences in Entrepreneurship?**

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C3

Facilitator: Andrew C. Corbett, Rensselaer Polytechnic Institute

ENT: Should Entrepreneurs Show Emotions? | **Francine Schlosser**, U. of Windsor; **Zelimir William Todorovic**, Indiana U./Purdue U.

- ENT: Cutting Your Teeth: Learning from Rare Experiences |
 Charles Eesley, Massachusetts Institute of Technology; Edward
 B. Roberts, Massachusetts Institute of Technology
- → ENT: CEOs' Social Embeddedness and R&D Strategy of Entrepreneurial Firms in China | Hongping Zhang, Shandong University; Qing Cao, U. of Maryland
- ENT: Entrepreneurial Passion: An Identity Theory Perspective | Charles Murnieks, University of Colorado, Boulder; Elaine Mosakowski, U. of Colorado, Boulder

1322 **©**: (Paper Session) - (MC) Knowledge Transfer in Consulting

4:10pm - 5:20pm Hyatt Regency Atlanta: Montreal *Chair:* **Vlad Vaiman**, FH Joanneum

Discussants: Mary Lou Kotecki, Deere & Company; Gary Dale Robinson, Capella U.

- Mechanisms of Knowledge Transfer across Boundaries and Cultures: A Case Study | Nicolas Rolland, CERAM; Alexandre Perrin, U. of Nice Sophia Antipolis; Tracy Stanley, Not Specified
- → The Circulation of Management Knowledge: A Communities of Practice Approach | Joanne Roberts, Durham U.; Timothy Clark, Durham U.
- Beyond Markets and Communities: A Comparative Approach to Knowledge Exchange in Organizations | Sheen S. Levine, Singapore Management U.; Michael J Prietula, Emory U.

Winner of the Bentley College/HEC Outstanding Student Paper Award

► Linkages between Individual Characteristics Relating to Change and Learning: An Exploration | Lidewey E.C. van der Sluis, Vrije U. Amsterdam; Leon De Caluwe, Free U., Twynstra; Antonie Van Nistelrooij, Free U., Amsterdam

1323: (Paper Session) - (MED) New Approaches to Enhance Management Education for Undergraduates

4:10pm - 5:20pm Hyatt Regency Atlanta: Spring

Facilitator: Kristena Payne Gaylor, Belhaven College

- ☐ Teaching the Language of Inspirational Leadership. | Anthony Don Erickson, Bond U.
- □ Information Literacy and the Introductory Management Classroom | Jennifer Leigh, Gettysburg College; Cinda Gibbon, Gettysburg College
- □ Learning Leadership Vs Practicing Leadership Skills:
 Game-Based Simulations to Teach Leadership | Alice C
 Stewart, North Carolina A&T State U.; Sylvia Sloan Black,
 North Carolina A&T State U.; Jacqueline Williams, North
 Carolina A&T State U.; Karen Smith-Gratto, North Carolina A&T
 State U.
- An Introduction to the Scientific Method for Students of Organization | Jon L Pierce, U. of Minnesota, Duluth; Geoffrey G Bell, U. of Minnesota, Duluth

1324 : (Paper Session) - (MED) Learning Across Organizations

4:10pm - 5:20pm Hyatt Regency Atlanta: Techwood *Chair:* **J B Arbaugh**, U. of Wisconsin, Oshkosh *Discussant:* **J. Goosby Smith**, Butler U.

- ■Organizational Learning within the Context of an Outsourcing Relationship | Ali Yakhlef, Stockholm University School of Business
- Structural Antecedents to Learning: The Impact of Group Participation on Examination Performance | Troy A. Voelker, North Texas U.; Wm. Matthew Bowler, Oklahoma State U.
- → Power and the Politics of Organizational Learning | Richard T. Harrison, Queen's University Belfast; Claire M Leitch, Queen's University Belfast

1325 : (MH) Management History Business Meeting

4:10pm - 5:20pm Hilton Atlanta: Roosevelt *Presenter:* **Karl Moore**, McGill U.

1326 : (Paper Session) - (MOC) Cognition & Strategic Action

4:10pm - 5:20pm Atlanta Marriott Marquis: Imperial - Consulate

Explores how managerial cognition affects strategic interpretations, adaptation and responsiveness

Chair: Joseph Bocchino, George Washington U. Discussant: Barbara Carlin, U. of Houston

- ₱Of Maps and Managers: Toward a Cognitive Theory of Strategic Intervention | Prithviraj Chattopadhyay, Australian Graduate School of Management; Gerard P. Hodgkinson, U. of Leeds; Mark P. Healey, U. of Leeds
- A Glass Half Full and Half Empty: Antecedents of Ambivalent Interpretations of Strategic Issues | Nils Plambeck, HEC School of Management, Paris; Klaus Weber, Northwestern U.
- №Do Prospectors, Analysers and Defenders have Different Knowledge Structures? | Boris Kabanoff, Queensland U of Technology; Shane Brown, Queensland U of Technology
- ■From Common to Uncommon Knowledge: The Foundations of Knowledge as a Strategic Resource | Rajiv Nag, U. of Arkansas; Dennis A Gioia, Pennsylvania State U.

1327 : (Paper Session) - (MOC) Relating Leaders to Followers: Power, Trust & Effectiveness

4:10pm - 5:20pm Atlanta Marriott Marquis: Imperial - Summit How cognitive construals and social capital of leaders impact trustworthiness, effectiveness & power

Chair: Patrice M. Scanlon, The George Washington U. Discussant: Lorna Doucet, U. of Illinois at Urbana-Champaign

- ■An Examination of Executive Leadership Effectiveness Using Constructive Developmental Theory | Lauren Singer Harris, U. of Georgia; Karl Kuhnert, University of Georgia
- Context Information on a Vertical Dimension and Power Perceptions of Leaders | Steffen Robert Giessner, Erasmus U.; Thomas W. Schubert, Würzburg U.
- ■Leadership, Trustworthiness, And Ethical Stewardship | Cam Caldwell, Long Island U., C.W. Post; Linda A. Hayes, University of Houston-Victoria; R. H. Red Owl, Long Island University

1328 : (MSR) MSR Business Meetings

4:10pm - 5:20pm Hilton Atlanta: Paulding

1329 **←**: (OB) Prosocial Motivation: Insights from Zookeeping, Volunteering, Teaching, and Public Service

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover E

Organizer: Adam Michael Grant, U. of Michigan, Ann Arbor Discussant: Cheri Ostroff, U of Maryland

Work as a Calling and Prosocial Motivation at Work:Learning from Zookeepers | **Jeffery A. Thompson**, Brigham Young U.; **J Stuart Bunderson**, Washington U.

Acting on Obligation: Reciprocal Helping in the Absence of Future Returns | Scott W Lester, U. of Wisconsin, Eau Claire; Bruce M. Meglino, U. of South Carolina; Audrey Korsgaard, U. of South Carolina

Crafting a Job to Make a Difference: Antecedents and Outcomes of Teachers' Job Crafting | Brenda E Ghitulescu, U. of Pittsburgh; Carrie R Leana, U. of Pittsburgh

Prosocial Motivation in Public Service | **Adam Michael Grant**, U. of Michigan, Ann Arbor

1330 : (Paper Session) - (OB) The Leader's Role in Employee Participation and Commitment

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover G

Chair: Rosalie Joan Hall, U. of Akron

Discussant: David A. Kravitz, George Mason U.

- ₽→A Cross-Level Study of Identification in Geographically
 Dispersed Teams: The Role of Leadership | Aparna Joshi,
 U. of Illinois, Urbana-Champaign; Mila B. Lazarova, Simon
 Fraser U.; Hui Liao, Rutgers U.
- ◆Affective Commitment in Eastern Europe: Considering the Leadership Climate | Karin Sanders, U. of Twente; Riemsdijk Maarten, UTwente; Geurts Peter, UTwente; Nicole Torka, UTwente
- What Do Local Union Leaders Do? Understanding Leadership in a Local Labor Union Context | **Julie Sadler**, U. of Delaware
- Productive Organizational Energy: A Collective Level Model and Empirical Testing | **Heike Bruch**, U. of St. Gallen; **Bernd Vogel**, U. of St. Gallen; **Michael S. Cole**, U. of St. Gallen

1331 : (Paper Session) - (OB) Decision-Making in Organizations

4:10pm - 5:20pm Hyatt Regency Atlanta: Lenox

Chair: Michael R. Baumann, U. Texas San Antonio Discussant: Richard Larrick. Duke U.

Emotional Antecedents and Consequences of Employee Decision-Making Following Wrongdoing | Marissa S. Edwards, U. of Queensland; Neal M. Ashkanasy, U. of Queensland; John Gardner, U. of Queensland

- Group Recognition of Expertise: Social Combination, Information Sharing, and Information Weighting | Michael R. Baumann, U. Texas San Antonio; Bryan Bonner, university of
- The Ethical Orientation of Managers | Joshua D Margolis, Harvard U.; Andrew Molinsky, Brandeis U.; Katherine A DeCelles, U. of Maryland

When is Time Like Money? The Effect of Hourly Payment on the Evaluation of Time | Sanford Ely DeVoe, Stanford U.; Jeffrey Pfeffer, Stanford U

1332 : (Paper Session) - (OB) The Role of Values in Leadership

4:10pm - 5:20pm Hyatt Regency Atlanta: Roswell *Chair:* **Michael Abelson**, Texas A&M U.

Discussant: John Norman Davis, Texas Tech U.

- ■Values in Authentic Action: Examining the Roots and Rewards of Altruistic Leadership | John J. Sosik, Pennsylvania State U., Great Valley; Dong-il Jung, San Diego State University; Sandi L Dinger, Eastern U.
- Leadership Values for Psychological Safety and Learning in Project Teams in China | Alfred Wong, Lingnan U.; Dean Tjosvold, Lingnan U.; Jiafang Lu, Lingnan U.
- The Development of Social Capital in Groups: Effects of Values-Based and Narcissistic Leadership | Paul Varella, U. of Calgary; Mansour Javidan, Thunderbird, The Garvin School of International Management; David Waldman, Arizona State University

1333 : (Paper Session) - (OB) Trusting Supervisors and Leaders

4:10pm - 5:20pm Hyatt Regency Atlanta: University

Chair: Roxanne Beard, University of Northwestern Ohio

Discussant: Stephen M Garcia, U. of Michigan

- Cultivating Trust in Leaders: Are All Leader Behaviors Equally Influential? | Sim B. Sitkin, Duke U.; Allan Lind Jr., Duke U.; Morela Hernandez, Duke University; Chris Paul Long, Washington U.
- Servant Leadership as Antecedent of Trust in Organizations
 Sen Sendjaya, Monash U.; Andre Anugerah Pekerti, U. of Queensland
- Supervisory Procedural Justice Effects: The Mediating Roles of Cognition- and Affect-based Trust | Jane Yang, City University of Hong Kong; Kevin Mossholder, Louisiana State U.; T.K. Peng, I-Shou U., Taiwan
- Leader Exemplification and Ethical Conduct: Effects on Perceived Authenticity, Trust, and Advocacy | William L Gardner, Texas Tech U.; Adrian YL Chan, U. of Nebraska-Lincoln; Larry W. Hughes, Fort Lewis College; Rachel Clapp Smith, University of Nebraska-Lincoln; Ketan H. Mhatre, University of Nebraska-Lincoln; Adam Bailey, Texas Tech U.

1334 JS: (OB, MOC) Emotion in Groups

4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover D

Chair: Anthony Pescosolido, U. of New Hampshire Discussant: Sigal Barsade, U. of Pennsylvania

When Groups Capitalize On Novel Ideas: The Effect of Timing and Emotion on Responsiveness To Minorit | Caroline A Bartel, University of Texas at Austin; Richard Saavedra, U. of New Hampshire; Tina R Opie, New York U.

- Team Level Emotional Competence in Cross-Functional Product Development Teams | Vanessa Urch Druskat, U. of New Hampshire; Steven B Wolff, Hay Group
- Is Shared Happiness Double Happiness? An Exploration of Pleasant Emotional Climate at Work Units | Hakan Ozcelik, California State U., Sacramento
- The Development of Group Emotional Competence | **Anthony Pescosolido**, U. of New Hampshire

The Emotional Lives of Athletic Teams | Richard Saavedra, U. of New Hampshire

Predictors of Mood Contagion in Groups | Thomas Sy, California State U., Long Beach

1335 JS: (OB, MOC) Shared Mental Models, Team **Processes and Outcomes**

4:10pm - 5:20pm Hyatt Regency Atlanta: Vinings Chair: Ramon Rico, U. Autónoma de Madrid

Discussant: Susan Mohammed, Pennsylvania State U.

Shared Mental Models & Team Performance: The Roles of Implicit Coordination and Task Interdependence | Miriam Sanchez-Manzanares, U. Complutense, Madrid

Can Familiarity Breed Backup? Interactive Effects of Team Efficacy and Shared Teammate Knowledge | Kimberly Jentsch. U. of Central Florida

Interactive Effects of Team/Task Shared Mental Models as Related to Air Traffic Controllers' Teamwor | John Mathieu, U. of Connecticut

The Impact of Group Information Distribution on External Information Seeking | Vikas Anand, U. of Arkansas Participants: Kurt Kraiger, Colorado State U.; Janice Cannon-Bowers, U. of Central Florida; Eduardo Salas, U. of Central Florida: Cristina Gibson, U. of California, Irvine: Ramon Rico, U. Autónoma de Madrid: Francisco Gil. Universidad Complutense de Madrid; Mark A. Clark, American U.; Paul Skilton, Arizona State U. Polytechnic; Travis Maynard, University of Connecticut; Tammy Woods, University of Connecticut: Phillip M Mangos, NAVAIR Orlando, Training Systems Division

1336 JS: (OB, OMT) Information Sharing Within Teams: **Dynamics and Performance Effects**

4:10pm - 5:20pm Hyatt Regency Atlanta: Manila

Chair: Tjai M. Nielsen, George Washington U.

Discussant: Paul E. Tesluk, U. of Maryland

The Role of Reflexivity in Team Information Processing I Michaéla C. Schippers, RSM Erasmus U.; Amy C. Edmondson, Harvard U.

The Roles of Redundancy and Expertise in Group Decision Making and Recall | Amanda Dykema-Engblade, St. Xavier U.: R. Scott Tindale. Lovola U.

Information Sharing in Teams: A Longitudinal Field Study of Group Personality and Teamwork KSAs | Terry Halfhill. Pennsylvania State U.; Tjai M. Nielsen, George Washington U.

The Effect of Group Leaders' Task Representations on Information Processing in Groups with Distribut | Wendy P. Van Ginkel, Erasmus U. Rotterdam

Tacit Knowledge Coordination as a Predictor of Performance in Short-Term Project Teams | D Christopher Kayes, George Washington U.; Garry G. Burnett, George Washington U.

1337 €JS: (OB, RM) Emotional Intelligence and Emotional Competencies: Where are we and what does the Future Hold?

4:10pm - 5:20pm Hyatt Regency Atlanta: Piedmont

Discussants: David Caruso, Not Specified; Catherine Daus, Southern Illinois U., Edwardsville

Symposium Overview. |

Criterion-validity of Ability-based Emotional Intelligence:Direct and Interaction Effects with Emotion | Donald H. Kluemper, Oklahoma State U.; Timothy DeGroot, Oklahoma State U.

Self-Reports and Emotional Intelligence/Competencies: Why Purpose Matters I Ronald H Humphrey. Virginia Commonwealth U.; Janet Kellett, College of William and Mary; Randall G Sleeth, Virginia Commonwealth U.

The Emotional Competence Inventory (ECI): A Preliminary Psychometric Analysis | Janaki Gooty, Oklahoma State U.; Debra L Nelson, Oklahoma State U.

Using a Self-Report Measure to Determine whether Emotional Intelligence can be Trained | Jane P Murray, Griffith U.: Sandra A. Lawrence, Griffith U.

1338 : (Paper Session) - (OCIS) IT Innovation Research 4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 2 - Magnolia

Chair: Klarissa Chang, Carnegie Mellon University Discussant: Mary D Zalesny, PNNL

₽ Hype! Toward a Theory of Exaggeration in Information Technology Innovation | Neil Ramiller, Portland State U. OCIS Division Best Paper Award - Finalist

₽ Building Legitimacy for IT Innovations: Organizing Visions and Discursive Strategies of Legitimacy | Suzanne D. Pawlowski, Louisiana State U.; Evgeny A. Kaganer, Louisiana State U.; Sonja WileyPatton, Louisiana State U.

₽Beyond Path Creation: Lessons from the Evolution of Internet Technologies | Adrian Yeow, University of Maryland, College Park; Samer Faraj, U. of Maryland

Information Technology Investment, R&D Spending, and Performance of Diversified Firms I Yu Liu. Rensselaer Polytechnic Institute; **T Ravichandran**, Rensselaer Polytechnic Institute

1339: (Paper Session) - (OCIS) Knowledge Issues in IS Development

4:10pm - 5:20pm Atlanta Marriott Marguis: International 1

Chair: Pankaj Nagpal, Case Western Reserve U.

Discussant: Deborah J Armstrong, U. of Arkansas

Transparency and Organizational Knowledge: Knowledge Sharing through Work Practice | Jan N. Chong, Stanford U **OCIS Division Best Student Paper Award - Finalist**

Project Learning and Cross-Project Learning Transfer: A Synthesis of Two Perspectives | Sue Newell, Bentley College; Linda F. Edelman, Bentley College

Process Transformation and Human Capital in IS Development: Complements or Substitutes? | Sandra Slaughter, Carnegie Mellon University; Soon Ang, Nanyang Business School; Donald Harter, Syracuse U.

De Overcoming the MUM Effect in IT Project Reporting: The Effect of Time Pressure and Blame Shifting | ChongWoo Park, Georgia State U.; Ghi Paul Im, Georgia State U.; Mark Keil, Georgia State U.

1340 : (Paper Session) - (OCIS) IT Adoption & Avoidance 4:10pm - 5:20pm Atlanta Marriott Marquis: International 5 Chair: G. Harindranath, Royal Holloway, U. of London Discussant: Bonnie Brinton Anderson, Brigham Young U.

Extraversion, the Next Predictor of System Adoption? The Effect of Personality Traits on Acceptance | Renee Michelle

- Elaine Pratt, Florida State U.; Katherine Chudoba, Florida State
- Success of Information Systems: The Impacts of IS Quality Perceptions on IS Continuance Intention | Hillol Bala, U. of Arkansas, Fayetteville
- Task and Technology Fit in Group Support System: A Three-Dimensional Reexamination of TTF I Heedong Yang. Ewha Women's U.; Min-Soo Kim, Ewha Women's U.; Sora Kang, Hoseo University
- Avoidance of IT Threats | Huigang Liang, Florida Atlantic U.; Yajiong Xue, Florida Atlantic U.

1341: (ODC) ODC Distinguished Speaker, L. David Brown "Changing Organizations in a Globalizing World"

4:10pm - 5:20pm Hilton Atlanta: Jackson

Program Chair: Michael R Manning, New Mexico State U Distinguished Speaker: L David Brown, Harvard U., Kennedy School of Govt

- 1342 (Paper Session) (OM) Managing Supply Chains 4:10pm - 5:30pm Atlanta Marriott Marquis: Marquis Salon IV - OM Presented on Panels 1-5
- Integration | Uche Okongwu, Toulouse U.
- Operations Management and Supply Chain Research: The Case for Agency Theory | Sue Hornibrook, U. of Kent, Canterbury
- The Eccentricity of the Economic Order Quantity (EOQ) Total Cost Function | William L. Roach, Washburn U.
- > Outsourced Business Activities: Examining the Issues and Gaps in Performance Management | Kathryn Anne Hughes, Not Specified; Jim F Rooney, Not Specified
- Case Study from the Pharmaceutical Sector I Cid Goncalves Filho, FUMEC U.; Jose I. Villela, Estacio de Sa e IETEC; Washington C. Almeida, Estacio de Sa U.; Renata Souza Guerra, FUMEC U.

1343: (Paper Session) - (OM) In Pursuit of Strategic

4:10pm - 5:30pm Atlanta Marriott Marquis: Rio Grande & MacKenzie Coffee Break at 3:50-4:10pm. Sponsored by the Department of Management, Marketing and International Business, The U. of Texas - Pan American.

Chair: Mile Terziovski, U. of Melbourne

PaTowards a Plant Level Theory of Capabilities: The Definitions and Measurement | Xiaosong (David) Peng, U. of Minnesota, Twin Cities; Roger Schroeder, U. of Minnesota; Rachna Shah, U. of Minnesota

OM Division Chan Hahn Best Paper Award Finalist

A Framework for Quality Management Practices in Strategic Alliances | Mahour Parast, U. of Nebraska-Lincoln Winner of OM Division Best Student Paper Award

- **⊕** ★ Effective Implementation of Outsourcing/Contract Manufacturing | Keith L. Kutner, South Texas College
- Comparative Analysis | Bertie M. Greer, Northern Kentucky U.; Matthew W. Ford, Northern Kentucky U.

1344: (Paper Session) - (OMT) The Dynamics of **Interorganizational Ties**

4:10pm - 5:20pm Atlanta Marriott Marquis: International 4

Chair: Ingrid Erickson, Stanford U

Policy Network Roles and the Dynamics of Interorganizational Trust | Ingrid Erickson, Stanford U

- The Quest for Harmony in Strategic Alliances: Beyond the Conflict-Based View | T.K. Das, City U. of New York, Baruch College; Rajesh Kumar, Aarhus Business School
- Start-Ups in Nascent Markets: Building a Strong Alliance Portfolio from a Low-Power Position | Pinar Ozcan, IESE, U.
- Social Embeddedness and Partner Selection in Interfirm Collaborations: A Contingency Approach. | Miguel LCJ Meuleman, Ghent U.; Sophie Manigart, Ghent U.; Mike Wright, Nottingham U.; **Andy Lockett**, U. of Nottingham

1345 : (Paper Session) - (OMT) The Effects of Institutions and Routines on Organizational Innovation

4:10pm - 5:20pm Atlanta Marriott Marguis: International A

Chair: Jad Bitar, HEC Montreal

- ■The Evolution of Resource Planning Systems -Overcoming Crises in Institutionalization | Harry Scarbrough, U. of Warwick; Jacky Swan, U. of Warwick
- Practive Innovation: Micro-Dynamics of Institutionalization I Jad Bitar, HEC Montreal
- The Effect of the Firm on Innovation Orientation | Ravikant Avva, Columbia U.
- Policy Never too Early, Never too Late: Effects of Search Timing on Product Innovation | Riitta Katila, Stanford U; Eric L. Chen, Stanford U

1346 ©: (Paper Session) - (OMT) Issues in Work and **Employment Relations**

4:10pm - 5:20pm Atlanta Marriott Marquis: International B

Chair: Stephane A. Tywoniak, Queensland U. of Technology

- ©Fractals, Attractors and the Quantum Self: A New Lexicon for HRM | Stephane A. Tywoniak, Queensland U. of Technology; Alma Whiteley, Curtin U. of Technology
- Drinking the Punch? The Meaning of Work in a Mission-Driven Business | Marya Hill-Popper Besharov, Harvard U.
- Segregation. | Brian Rubineau, Massachusetts Institute of Technology; Roberto Fernandez, Massachusetts Institute of Technology
- A Grounded Theory of Employee Motivation during M&A I Satu Päivi Teerikangas, Helsinki U. of Technology

1347 : (Paper Session) - (OMT) The Role of Cognition in Organizational Change, Strategy and Influence

4:10pm - 5:20pm Atlanta Marriott Marguis: International C

Chair: Paul C Van Fenema, Erasmus U.

■Varieties of Organizational Improvising: Consequences for Agency and Coordination | Paul C Van Fenema, Erasmus U.; Otto Koppius, RSM Erasmus U.

Increasing Choice by Conforming: Debt Discipline, Attentional Homogeneity and Managerial Discretion | Jack Keegan,

- Queensland U of Technology; Boris Kabanoff, Queensland U of Technology
- Torn between Like and Dislike: Moderating Effects of Ambivalence in Social Influence. | Zuzana Sasovova, Vrije U.
- Cheating the Fates: A Process Model of Organizational Afterlife | Ian Walsh, Boston College

1348 ♥ ■JS: (OMT, ENT) Three New Perspectives on Technology Entrepreneurship and Industry Emergence in the Dot-Com Era

4:10pm - 5:20pm Atlanta Marriott Marguis: International 2

This symposium presents three new perspectives on technology entrepreneurship and industry emergence during the Dot Com Era. Chair: David A. Kirsch, U. of Maryland

Discussant: Kathy Brister, Atlanta Journal Constitution Searching for Ghosts: Hidden Dimensions of the Dot-Com Era | David A. Kirsch, U. of Maryland

Was there Too Little Entry during the Dot-Com Era? | Brent **Goldfarb**, U. of Maryland

The Social Construction of Ignorance in the Dot-Com Era | Michael D. Pfarrer, U. of Maryland, College Park

1349 □ • JS: (OMT, TIM, BPS) Shaping Firm and Industry Boundaries: Process and Technology

4:10pm - 5:20pm Atlanta Marriott Marquis: International 3

Discussants: Nicholas Argyres, Boston U.; Richard N. Langlois, U. of Connecticut

- Problems Deciding: How the Make or Buy Decision Process Leads to Transaction Misalignment | Matthew J. Bidwell, **INSEAD**
- Changing the Firms' Digital Backbone: How Information Technology Shapes the Boundaries of the Firm | Stephan Billinger, London Business School: Michael G Jacobides. London Business School
- Transaction Costs, Trust, and the Structuring of Markets | Paul Laurence Robertson, The Brisbane Institute
- Bits Bite Back: Lessons on Boundaries & Technology from the Failed Reinsurance Disintermediation | Nikolaos Pisanias. London Business School; Michael G Jacobides, London **Business School**

1350: (Paper Session) - (ONE) Environmental Vision and **Practice**

4:10pm - 5:20pm Hilton Atlanta: Madison

Facilitator: Mark P Sharfman, U. of Oklahoma, Norman Discussants: Nardia Haigh, U. of Queensland: Ivan Montiel. University of California, Santa Barbara; Dayna Simpson, U. of Melbourne

- Envisioning an Ecologically Sustainable Society: Development and Application of a Framework I Gordon P. Rands, Western Illinois U.; Barbara A. Ribbens, Western Illinois U.; David Casagrande, Western Illinois U.; Heather McIlvaine-Newsad, Western Illinois U.
- range Getting Influence: How an Organizational Group Gains Action on Environmental Issues Over Time | Jennifer Howard-Grenville, Boston U.
- ©Firm level Correlates of Emergent Green Supply Chain Management Practices in the Chinese Context | Qinghua

- Zhu, Dalian U. of Technology; Joseph Sarkis, Clark University; James J Cordeiro, State U. of New York, Brockport
- → Redefining Corporate Responsibilities Through Ecological Citizenship | Andrew Crane, Nottingham U.: Jeremy Moon, Nottingham University Business School; Dirk Matten, Royal Holloway, U of London
- The Narration of Organisational Identities through Evolutionary Tales | Lise Backer, Copenhagen Business School

1351 **(PNP)** Within- and Across-Organization Relationship Building: A New Role for Board Members

4:10pm - 5:20pm Hilton Atlanta: Monroe

Facilitator: Ronald F. Piccolo. U. of Central Florida

Board Effectiveness and Financial Vulnerability | Matthew M. Hodge, U. of Central Florida; Ronald F. Piccolo, U. of Central Florida

Key Roles for Board Members in Community Foundations | William A. Brown, Arizona State U.

Partnerships between Nonprofit Cultural Organizations: A Network Examination | Jessica Word, Florida State U.

Effective Nonprofit Governance and Social Capital: A Network Perspective | Naim Kapucu, U. of Central Florida

1352 : (Paper Session) - (SIM) Determinants of Moral Values in Business

4:10pm - 5:20pm Hilton Atlanta: Crystal Ballroom A & F

Chair: Thomas A Klein, U. of Toledo

- A Model of Personal Transgressions in a Professional Space: Their Effects on Trust in the Workplace | Kate Rowbotham,
- Empirical Evidence About the Determinants of Fairness Perceptions: Should Justice Really Be Blind? | Katherina Glac, U. of Pennsylvania
- ₱Moral Disengagement in Business School Students: Predictors and Comparisons | Vicki L. Baker. Pennsylvania State University; James R. Detert, Pennsylvania State U.; Linda K Trevino, Pennsylvania State U.
- Education Make a Difference? | Barrie E. Litzky, Pennsylvania State U., Great Valley; Effy Oz, Penn State Great Valley U.

1353: (Paper Session) - (SIM) Social Entrepreneurship 4:10pm - 5:20pm Hilton Atlanta: DeKalb

Chair: Danielle E. Warren, Rutgers U.

- ■Transformative Innovations for Mutual Benefit in Business, Society, and Environment | David S. Bright, Wright State U.; Ronald Fry, Case Western Reserve U.; David L Cooperrider, Case Western Reserve U.
- Bootstrapping Social Change, Towards an Evolutionary Theory of Social Entrepreneurship | Kai N. Hockerts, Copenhagen Business School
- Revolutionary Routines: Capturing the Opportunity for Creating a More Inclusive Capitalism | Mark B. Milstein, Cornell U.; Ted London, U. of Michigan; Stuart Hart, Cornell U.

1354: (Paper Session) - (SIM) How to Talk and Think about Values in Business

4:10pm - 5:20pm Hilton Atlanta: Douglas

Chair: Jeanne G Buckeye, University of St. Thomas

- ■A Study of How Ethical Issues about the Pharmaceutical Industry Are Reported in Newspapers | George P. Sillup, Saint Joseph's U.; Stephen J Porth, St. Joseph's U.
- ■The Role of Language in Institutional Change: Usage of White-Collar Crime, 1939-2002 | Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign
- The Role of Counterfactual Reasoning in Moral Learning | Mark A. Seabright, Western Oregon U.; Scott J. Reynolds, U. of Washington
- ■Practical Wisdowm and the Normativity of Strategy Practices | Matt Statler, New York University; Johan Roos, Imagination Lab Foundation

1355 (Paper Session) - (TIM) Innovative Teams

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo Chair: Wei Yao, Zhejiang U.

Chair: Wei Yao, Zhejiang U.

Discussant: Anca Metiu, INSEAD

- ➡ Fostering Team Innovativeness Through Opening and Closing Measures | Diether Gebert, Berlin Technical U.; Sabine Boerner, U. of Konstanz; Eric Kearney, TU Berlin; Ralf Lanwehr, TU Berlin
- Technology-Assisted Supplemental Work: Empirical Examination of Antecedents, Outcomes and Moderators | Grant H. Fenner, Arkansas State U.; Robert W. Renn, U. of Memphis
- The Moderating Effects of Virtuality on the Drivers and Functionality of NPD Team Trust | Paul Bierly, James Madison U.; Eric M. Stark, James Madison U.; Eric H Kessler, Pace U.

1356 : (Paper Session) - (TIM) Managing Innovation

4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 5 - Riviera

Chair: Ann Séror, U. Laval

Discussant: Gita Surie, Adelphi U.

Investment Appraisal and Real Options Reasoning in Australian Biotechnology Firms | Andrew Caldwell, U. of Queensland; Peter W. Liesch, U. of Queensland; John T Steen, U. of Queensland

- Complementarities between Organizational IT and Supply Chain Initiatives: An Empirical Test | Pankaj Setia, Michigan State U.; Shawnee Vickery, Michigan State U.; Cornelia Droge, Michigan State U.; V. Sambamurthy, Michigan State U.
- An Information Technology Based Framework of Dynamic Organizational Design Capability | Dennis J Gillen, Syracuse U.; S.P. Raj, Cornell U.
- The Influence of Information Technology on Firm Boundaries:
 An Industry Level Analysis | Arvin Sahaym, U. of Washington,
 Seattle; H Kevin Steensma, U. of Washington; Melissa
 Schilling, New York U.

1357: (Paper Session) - (TIM) Market Entry 4:10pm - 5:50pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La Chair: Virginia Acha, SPRU - University of Sussex Discussant: Gwendolyn Kuo-fang Lee, U. of Florida

- The Persistence of Early-mover Advantages: A Study of Semiconductor Firms | Christina Elisabeth Wyss, U. of St. Gallen
- PuDeterminants of Entry Timing: A Study of Semiconductor Firms | Christina Elisabeth Wyss, U. of St. Gallen
- PuHow Technological Capabilities Moderate the Market
 Pioneering Firm Survival Relationship | April Franco, U. of
 lowa; Mitrabarun Sarkar, U. of Central Florida; Rajshree
 Agarwal, U. of Illinois, Urbana-Champaign; Raj Echambadi, U.
 of Central Florida
- Mode of Entry into a New Market: Does Timing of Entry and Effect of Innovation on Competence Matter? | Valerie Claude-Gaudillat, AUDENCIA NANTES. Ecole de Management; Bertrand V. Quelin, HEC Paris
- Innovation Ecosystems and the Success of Early Movers in Technology Transitions | Ron Adner, INSEAD; Rahul Kapoor, INSEAD

1358 : (Paper Session) - (TIM) Interorganizational Knowledge Creation & Sharing

4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 5 - South Hampton Chair: Jennifer Hui-Ru Chen, National Taiwan U. Discussant: Gregory Kruse, U. of Pennsylvania

Learning to Reduce Inter-Organizational Learning: Product Innovation in Strategic Alliances | Alfred Kieser, Mannheim U.; Roman Grunwald, Siemens AG

Innovative Performance of Alliance Block Members under Different Levels of Tech Turbulence | Geert Duysters, Eindhoven U. of Technology; J Hagedoorn, Maastricht U.; Charmianne Lemmens, Eindhoven U. of Technology; Wim Vanhaverbeke, Eindhoven University of Technology

- A Contingency Model of Coordination—Performance for NPD Process across Network of Strategic Partners | Yuosre F. Badir, Ecole Polytechnique Fédérale de Lausanne
- Para Blending Management Styles for Learning Alliances | Ricarda B. Bouncken, Ernst-Moritz-Arndt U. Greifswald; Michael Koch, Ernst-Moritz-Arndt U. Greifswald; Thorsten Andreas Teichert, U. of Hamburg

1359 ♥→ ■JS: (TIM, IM, BPS) Competing through Innovation in the Global Marketplace

4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen

Organizer: Bert Spector, Northeastern U.

Commercializing Innovation across Borders – A Change Perspective | **Henry W Lane**, Northeastern U.; **Bert Spector**, Northeastern U.; **James F Nebus**, U of North Carolina - Charlotte

Co-opetition for the Diffusion of Innovations | **Rosanna Garcia**, Northeastern U.

Brand in the Hand: Reaching Out to the Elusive Customer | Fareena Sultan, Northeastern U.; Andrew Rohm, Northeastern U.

Strategies for Outsourcing Innovation | Ramaiya Balachandra, Northeastern U.; **Michael H. Zack**, Northeastern U.; **Dov Biran**, Northeastern U.

Tuesday 5:30PM

1360 : (BPS) BPS Business Meeting

5:30pm - 6:30pm Atlanta Marriott Marquis: Marquis - Salon I *Division Chair:* **James Westphal**, U. of Texas, Austin *Division Chair-Elect.:* **Anita McGahan**, Boston U.

Program Chair: Russell Coff, Emory U.

Professional Development Workshop Chair: Joseph Mahoney, U.

of Illinois, Urbana-Champaign

Past Chair: Margaret Peteraf, Dartmouth College

1361: (CAR) CAR Business Meeting

5:30pm - 6:30pm Hyatt Regency Atlanta: Cairo

1362 : (ENT) Reviewer Reception

5:30pm - 7:00pm Hilton Atlanta: Council/Cabinet Room

1363 → •: (IM) Booz Allen Hamilton Eminent Scholar in International Management Award

5:30pm - 7:00pm Atlanta Marriott Marquis: Cluster 1 - Stockholm

Awarded annually to a leading scholar. Sponsored by Booz Allen

Hamilton/strategy+business.

Introduction: Timothy Michael Devinney, Australian Graduate

School of Management

Distinguished Speaker: C K Prahalad, University of Michigan Discussants: Yves Doz, INSEAD; Art Kleiner, Booz Allen Hamilton

1364: (MED) MED Division Awards and Business Meeting

5:30pm - 7:00pm Hyatt Regency Atlanta: Spring *Division Chair:* **Steven Armstrong**, U. of Hull

Division Chair-Elect.: J B Arbaugh, U. of Wisconsin, Oshkosh Program Chair: Laurie Milton, U. of Calgary/U. of Western Ontario Professional Development Workshop Coordinator: Alvin Hwang, Pace U.

1365 : (MH) Management History Social Event

5:30pm - 10:30pm Hilton Atlanta: Roosevelt

Division Chair-Elect.: Karl Moore, McGill U.

1366: (MOC) MOC Business Meeting

5:30pm - 6:30pm Atlanta Marriott Marquis: Imperial - Consulate Division Chair: Mary J Waller, U. of Maastricht Program Chair: Mary Ann Glynn, Emory U.

Professional Development Workshop Chair: Michael G. Pratt, U. of

Illinois, Urbana-Champaign

1367: (MSR) MSR Social 5:30pm - 7:00pm Hilton Atlanta: Paulding

1368 : (ODC) ODC Awards & Business Meeting

5:30pm - 6:30pm Hilton Atlanta: Jackson

Join us to review the past year, and to honor winners of the best paper and distinguished reviewer awards. Social follows.

Division Chair: George Roth, Massachusetts Institute of Technology

Division Chair-Elect.: Ram Tenkasi, Benedictine U.

Program Chair: Michael R Manning, New Mexico State U

Professional Development Workshop Chair: Frank J Barrett, Naval

Postgraduate School

1369: (ONE) ONE Business Meeting

5:30pm - 6:30pm Hilton Atlanta: Madison

Organizers: Mark Cordano, Ithaca College; Irene Henriques, York U.; Kate Kearins, Auckland U. of Technology; Alfred Allen Marcus, U. of Minnesota

Tuesday 5:45PM

1370 : (CM) Conflict Management (CM) Division Business Meeting

5:45pm - 6:45pm Hyatt Regency Atlanta: Hanover A

Come find out about the CM Division, learn who won the 2006 CM

Divison awards, and get involved!

Division Chair: Catherine Tinsley, Georgetown U. Division Chair-Elect.: Michele J. Gelfand, U. of Maryland

Program Chair: Susan E. Brodt, Queen's U.

Professional Development Workshop Coordinator: Thomas M

Tripp, Washington State U.

1371: (HR) HR Division Business Meeting

5:45pm - 6:45pm Hyatt Regency Atlanta: Hanover B

K Michele Kacmar; U of Alabama; Joseph Martocchio; U of IL, Urbana-Champaign; John Hollenbeck, Mich State USandy Wayne, U of Illinois, Chicago

Tuesday 6:00PM

1372 : (AAA) LAC Thank You Party

6:00pm - 8:00pm Atlanta Marriott Marquis: Garden Terrace

Local Arrangements Chairs: William P Galle, U. of New Orleans;

Erich Brockmann, U. of New Orleans

1373 : (ICW) Nova Southeastern U. Closing Meeting

6:00pm - 7:30pm Hilton Atlanta: DeKalb

Organizer: Jane Whitney Gibson, Nova Southeastern U.

1374: (OCIS) OCIS Informal Social Event: Sun Dial Bar & View

6:00pm - 8:00pm Atlanta Marriott Marguis: International 5

Tuesday 6:30PM

1375 : (BPS) BPS Social Hour!

6:30pm - 7:30pm Atlanta Marriott Marquis: Imperial - Salon A Division Chair: James Westphal, U. of Texas, Austin Division Chair-Elect.: Anita McGahan, Boston U.

Program Chair: Russell Coff, Emory U.

Professional Development Workshop Chair: Joseph Mahoney, U.

of Illinois, Urbana-Champaign

Past Chair: Margaret Peteraf, Dartmouth College

1376 : (CAR) CAR Social Gathering

6:30pm - 8:30pm Hyatt Regency Atlanta: Vancouver

1377: (MOC) MOC Social Hour

6:30pm - 7:30pm Atlanta Marriott Marquis: Imperial - Consulate *Division Chair:* **Mary J Waller**, U. of Maastricht *Program Chair:* **Mary Ann Glynn**, Emory U.

Professional Development Workshop Chair: Michael G. Pratt, U. of

Illinois, Urbana-Champaign

1378 : (ODC) ODC Social

6:30pm - 9:00pm Hilton Atlanta: Pool Deck

Division Chair: George Roth, Massachusetts Institute of Technology

Division Chair-Elect.: Ram Tenkasi, Benedictine U.
Program Chair: Michael R Manning, New Mexico State U

Professional Development Workshop Chair: Frank J Barrett, Naval

Postgraduate School

Tuesday 6:45PM

1379: (CM) Conflict Management (CM) Division Social

Hour

6:45pm - 8:00pm Hyatt Regency Atlanta: Hanover C

Come join the festivities and help us celebrate the 2006 CM division program and our wonderful reviewers!

Program Chair: Susan E. Brodt, Queen's U.

1380: (HR) HR Division Reception

6:45pm - 7:45pm Hyatt Regency Atlanta: Hanover B

K Michele Kacmar, U of AL;Joseph Martocchio; U of IL, Urbana-Champaign;John Hollenbeck, Mich State U.Sandy Wayne, U of Illinois, Chicago

Tuesday 7:00PM

1381: (MED) MED and ONE Divisions' Joint Social

7:00pm - 11:00pm Hyatt Regency Atlanta: Spring

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

Division Chair: Steven Armstrong, U. of Hull

Division Chair-Elect.: J B Arbaugh, U. of Wisconsin, Oshkosh Program Chair: Laurie Milton, U. of Calgary/U. of Western Ontario Professional Development Workshop Coordinator: Alvin Hwang, Pace U.

1382: (ONE) **ONE Social** 7:00pm - 9:00pm Hilton Atlanta: Madison

Host: Alfred Allen Marcus, U. of Minnesota

Wednesday 7:00AM

1383: (MED) MED Executive Breakfast Meeting

7:00am - 8:20am Hyatt Regency Atlanta: Spring

Division Chair: J B Arbaugh, U. of Wisconsin, Oshkosh Division Chair-Elect.: Laurie Milton, U. of Calgary/U. of Western

Ontario

Past Chair: Steven Armstrong, U. of Hull

Wednesday 7:30AM

1384: (IM) International Management Division Membership Program Feedback Meeting

7:30am - 8:20am Atlanta Marriott Marquis: Cluster 1 - Madrid

Come and give feedback on the program to the members of the EC. Division Chair: D Eleanor Westney, Massachusetts Institute of Technology

Division Chair-Elect.: Ravi Ramamurti, Northeastern U. Program Chair: Timothy Michael Devinney, Australian Graduate School of Management

Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

Wednesday 8:00AM

1385 : (AAA) Atlanta 2006, LAC

8:00am - 5:00pm Hyatt Regency Atlanta: Chicago C

Local Arrangements Chairs: William P Galle, U. of New Orleans;

Erich Brockmann, U. of New Orleans

Wednesday 8:20AM

1386 ■JS: (CAR, OB) Problems in Mentoring: Mentors' Experiences, Protégé Personality and Organizational **Implications**

8:20am - 10:20am Hyatt Regency Atlanta: Cairo

Chairs: Ethlyn Anne Williams, Florida Atlantic U.; Lillian Eby, U. of

Georgia

Discussant: Melenie J. Lankau, U. of Georgia

Mentors' Negative Mentoring Experiences with Protégés: The Development of a Measure | Lillian Eby, U. of Georgia; Jaime Durley, U. of Georgia; Sarah Evans, U. of Georgia

How Dysfunction Emerges in Mentoring and the Moderating Role of Protégé Personality | Ethlyn Anne Williams, Florida Atlantic U.; Stephanie L. Castro, Florida Atlantic U.

Mentoring and Protégé Narcissistic Entitlement | Tammy D Allen, U. of South Florida; Hazel-Anne M. Johnson, University of South Florida; Xian Xu, U. of South Florida; Ozgun Burcu Rodopman, University of South Florida; Raymond Charles Ottinot, University of South Florida; Andrew Biga, U. of South Florida

Mentoring as a Psychological Contract: Organizational as well as Individual Implications | Dana L. Haggard, U. of Missouri, Columbia

1387 S. (GDO, CAR) Diversity Resistance Revisited

8:20am - 10:20am Hyatt Regency Atlanta: Inman

Chairs: Matthew S. Harrison, U. of Georgia; Kecia M. Thomas, U. of Georgia

Exclusion, Avoidance, and Social Distancing | Michelle R. Hebl, Rice U.; Juan M. Madera, Rice U.; Eden King, Rice U.

Understanding and Defusing Resistance to Diversity Training and Learning | Donna Chrobot-Mason, U. of Cincinnati: Rosemary Hays-Thomas, U. of West Florida; Heather R. Wishik, Heather R. Wishik & Assoc., Org. Development &

Dancing with Resistance: Leadership Challenges in Fostering Diversity and Inclusion | Ilene Wasserman, ICW Consulting Group/Fielding Graduate U.; Placida Velasquez Gallegos, Fielding Graduate U.; Bernardo M. Ferdman, Alliant International U.

Retaliation and Secondary Victimization as Diversity Resistance | Wendy Reynolds Dobbs, U. of Georgia; Matthew S. Harrison, U. of Georgia; Brian Roote, U. of Georgia Mixed Messages Regarding Workforce Diversity I C. Douglas

Johnson, Georgia Southern U.; Derek R. Avery, Rutgers U., Camden

Wednesday 8:30AM

1388 > JS: (BPS, IM) Corporate Governance in Japan and **Emerging Markets: Theoretical Dialectics**

8:30am - 10:20am Atlanta Marriott Marguis: Cluster 1 - Trinidad

Chairs: Jean McGuire, Concordia U.; Elie Matta, HEC Paris

A Contingency-Based Theory of Ownership and Firm Performance | Krishna Udavasankar, National University of Singapore; Chandrasekhar Krishnamurti, Nanyang Technological U.; Shobha S Das, Nanyang Technological U.

Top Executive Pay and Firm Performance in China | Trevor Buck, Loughborough U.; Xiaohui Liu, Loughborough U.; Rodion Skovoroda, Loughborough U.

Corporate Governance Reform as Institutional Change: The Role of Institutional Entrepreneurship | Toru Yoshikawa, Singapore Management U.

Convergence in Transparency and Disclosure: Implications on Firm Market Value | Elie Matta, HEC Paris; Jean McGuire, Concordia U.

1389: (Paper Session) - (CM) Negotiator Characteristics

8:30am - 10:20am Hyatt Regency Atlanta: Hanover A

Chair: Zhenzhong Ma, U. of Windsor

Discussant: Alice F Stuhlmacher, DePaul U.

Asymmetrical Contextual Ambiguity, Negotiation Self-Efficacy, and Negotiation Performance | Edward W. Miles, Georgia State U.; Margaret Marie LaSalle, Georgia State U.

Under Representation: Concession-Making in Negotiation When Not Negotiating for Oneself | Nathan Goates, Vanderbilt U.; Ray Friedman, Vanderbilt U.

Conflict Styles as Indicators of Behavioral Pattern in Business Negotiations | Zhenzhong Ma, U. of Windsor

1390 : (CM) Behavioral Integrity: Perceived Word-Action Alignment as Focal Construct for Research

8:30am - 10:20am Hyatt Regency Atlanta: Hanover C

Chair: Tony Simons, Cornell U.

Discussants: Roy J. Lewicki, Ohio State U.; Roger C Mayer, U. of

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- Behavioral Integrity as an Antecedent to Leader Emergence | Michael E. Palanski, Binghamton U.; Elizabeth Carroll, Binghamton U.
- Aligning Organizational Climate with Culture: The Role of Behavioral Integrity | Rangapriya Kannan-Narasimhan, UCLA
- When We Don't See Eve-to-Eve: The Moderating Effect of Behavioral Integrity on Organizational Ident I Ed C. Tomlinson, John Carroll U.; Steven R Ash, U. of Akron; Rosalie Joan Hall, U. of Akron
- The Impact of Behavioral Integrity in Supply Chain Management | Tony Simons, Cornell U.; James M Hagen,
- Justice, Behavioral Integrity and Exemplarity: Conceptual Differences and Contributions in Merger Co | Tessa Melkonian, EM Lyon

1391: (Paper Session) - (CMS) Critical Engagements with Organization Theory

8:30am - 10:20am Atlanta Marriott Marquis: Tigris & Danube New CMS Perspectives on Organizational and Institutional Theory Chair: Mandy Sukman Lee, Trinity College Dublin Discussant: John S Hassard, U. of Manchester Intra-Paradigmatic Diversity as Artifact of Paradigmatic

- Consensus: A Focus on Research Assumptions | Thomas E Will, Agnes Scott College
- A Critical Realist Approach to Institutional Entrepreneurship Bernard Louis Leca, Nottingham U. Business School; Philippe Naccache, EM Grenoble
- ■Toward a Better Grasp of Supply and Demand: Clarifying the Schumpeterian-Penrosean View to Economy I Janne Petteri Kurtakko, U. of Lapland
- Of Compromises and Connections: Interpretive Research and Relative Integrity | Paul Hibbert, Strathclyde U.

1392: (Paper Session) - (ENT) Entrepreneurship Abroad 8:30am - 10:20am Hilton Atlanta: Council/Cabinet Room

Chair: Cristiano Zazzara, EPFL

- → Social Capital Types and Internationalization: A Study of Indian Software SMEs | Shameen Prashantham, Strathclyde U.; Shaker A. Zahra, U. of Minnesota
- → Patterns of Strategic Change and Performance: A Longitudinal Study of Small Private Firms in Japan | Sam Kurokawa, Drexel U.; Kozo Yamada, Sophia U.; Yoshihiro Eshima. Osaka U. of Economics
- Students' Entrepreneurial Intention in France | Azzedine Tounés, Chambery Business School
- → Leadership, Collaboration and Innovation in Small Chinese Businesses | Ying Zhu, East China U. of Science & Technology; Jun Yan, California State U., Long Beach; Yu Gang Ii, East China U. of Science & Technology

1393: (Paper Session) - (ENT) Small Business Management 8:30am - 10:20am Hilton Atlanta: Crystal Ballroom C & D

Chair: Maura Sheehan, U. of Dallas

Human Resource Management and Corporate Performance in Small Firms | Jonathan Michie, Birmingham U.; Maura Sheehan, U. of Dallas

- Perceived Acute HR Management Problems in Small Firms: An Empirical Examination | Neil Tocher, Auburn U: Matthew W. Rutherford, Virginia Commonwealth U.
- Governing Exchanges Between Small Firms and Their Primary Suppliers | Doug Bosse, Ohio State U.
- Quality Management and Safety Performance in Small and Medium-Sized Enterprises | Zhen Zhang, U. of Minnesota; Richard Arvey, U. of Minnesota

1394: (Paper Session) - (ENT) Incubation and Other New Venture Help

8:30am - 10:20am Hilton Atlanta: Madison

Chair: Alan L Carsrud, Florida International U.

Inside the Black Box of Business Incubation: Scale Assessment and Model Refinement | Sean M. Hackett, Drexel U.; David M Dilts, Vanderbilt U.

- Real Options and the Option to Incubate: An Exploratory Study of the Process of Business Incubation | Sean M. Hackett, Drexel U.; David M Dilts, Vanderbilt U.
- The Entrepreneurial S-Curve Logic: A Conceptual Model for Managing Entrepreneurial Process | Mary Han, Ryerson U.
- Entrepreneurial Management and the Resource Slack-Performance Relationship | Steven Walter Bradley, Indiana U., Bloomington; Dean Shepherd, Indiana U.; Johan Wiklund, Jonkoping International Business School

1395: (Paper Session) - (ENT) Investors and the Balance of Power

8:30am - 10:20am Hilton Atlanta: Washington

Chair: G Tyge Payne, Texas Tech U.

Financing New Ventures: Let the Seller Beware I Robert Sprague, U. of Wyoming; Karen L. Page, U. of Wyoming

- Entrepreneur Investor Negotiations: Closing the Power Gap | Karen L. Page, U. of Wyoming; Robert Sprague, U. of Wvomina
- → Who Uses Equity Capital Among SMEs? Evidence from Survey Data | Cristiano Zazzara, EPFL; Francesco Baldi, U. of Rome La Sapienza
- The Entrepreneurial Motivation and Stakeholder Theory | Roberto Vassolo, IAE Business School - U. Austral; Javier Garcia Sanchez, IAE Business School - U. Austral; Natalia Weisz, U. Austral

1396 ©: (Paper Session) - (GDO) The Balancing Act: **Antecedents and Outcomes of Work-Family Conflict**

8:30am - 10:20am Hyatt Regency Atlanta: Kennesaw

Chair: Ujvala Arun Rajadhyaksha, Saint Mary's College Discussant: S. Antonio Ruiz-Quintanilla, Cornell U.

- The Impact of Industry and Occupation Composition on Family-Related Conflict and Support Perceptions | Alison Cook, Utah State U.; Krista Lynn Minnotte, Utah State U.
- Family and Work Conflict: The Impact of Role Stress on Job Satisfaction | Christopher J. Mathis. Jackson State U.: Ulysses J. Brown, Savannah State U.
- Gender Differences in Antecedents and Outcomes of Work-Family Conflict | Allyson K. McElwain, U. of Guelph; Karen Korabik, U. of Guelph; Donna Lero, U. of Guelph

A Systematic Examination of the Relationship Between Work Hours and Work-Family Balance | Monique Valcour, Boston College; Janet H. Marler, U. of Albany, SUNY; Pamela S. Tolbert, Cornell U.

Construction of Medical Work

8:30am - 10:20am Hilton Atlanta: Gwinnett

Chair: Federico Lega, Bocconi School of Management Discussant: Eric S Williams, U. of Alabama

- ■Organizational Learning from Medical Mistakes: The Roles of Doctors' Emotions and Cognitions | Michal Tamuz, U. of Tennessee Health Science Center; Eleanor T. Lewis, U. of Tennessee Health Science Center; Fernando Olivera, U. of Western Ontario
- ■Playing the Tick Box Game: Medical Professional Appraisal, Audit and Mock Bureaucracy, I Gerald McGivern. Royal Holloway, U. of London; Ewan Ferlie, Royal Holloway College, U. of London
- → The Interpretation of Change: How Subcultures Shaped Change in a Public Health Organisation | Margaret Brunton. Massey University, Auckland; Jonathan Matheny, Massey University, Auckland
- Physician Group Culture and Quality Performance: A Cross-Cultural Comparative Management Perspective | Amy **Smalarz**. Center for Organization. Leadership and Management Research

Winner of HCM Division Best Paper Based on a Dissertation Award

1398: (Paper Session) - (HR) Web-based Recruiting

8:30am - 10:20am Hyatt Regency Atlanta: Hanover B Chair: Amy B Henley, U. of Texas, Arlington

Discussant: Brian R. Dineen, U. of Kentucky

Using Technology to Transform the Future of HR: An Illustrated Model of the Implementation of e-HR | Graeme Martin, U. of Glasgow; Judy Pate, U. of Glasgow

The Importance of Expectancy in Internet Job Search: Extending the Theory of Planned Behavior, I Richard A. Posthuma, U. of Texas El Paso; Janice R Joplin, U. of Texas at El Paso; Anne Berthelot, U. of Texas, El Paso; Joseph W. Tomaka, U. of Texas, El Paso; Audree J. Reynolds, U. of Texas, El Paso

- Perceptions of fit and attraction in web recruiting: Can website usability accentuate attraction? | Brian D. Lyons, University at Albany, SUNY
- The Effect of Person-Organization Fit Feedback on Recruitment Web Sites on Applicant Attraction I Changva Hu, National Taiwan U of Science and Technology; Hsiao-Chiao Su, National Chengchi U.; Chang-I Bonnie Chen, National Chenachi U.

1399: (HR) The Application of Verbal Self Guidance to Increase Self-efficacy for Training in Organizational Con

8:30am - 10:20am Hyatt Regency Atlanta: Hong Kong This session is chaired by Peter A. Heslin. Gary P. Latham is a discussant.

The Effect of Training in Verbal Self-Guidance on the Self-Efficacy and Performance of Native North | Marie-Helene Budworth, School of Administrative Studies, York University; Gary P Latham, U. of Toronto

Does Social Cognitive Theory Based Training in Verbal Self-Guidance Make a Difference? | Zeeva Millman, J.L. Rotman School of Management, University of Toronto

The Effect of Self-Management and Verbal Self-Guidance Training on Youth Employability | Trayor C. Brown, Memorial U. of Newfoundland

1400 : (Paper Session) - (HR) Competencies and **Competency Modeling**

8:30am - 10:20am Hyatt Regency Atlanta: Singapore

Chair: Teri Domagalski, Florida Institute of Technology Discussant: Steve Scullen, Drake U.

- ♦ Implementing a Competency Framework at the Maritime Sector | Alexandros Papalexandris, Athens U. of Economics and Business: Lida Kvrqidou. Athens University of Economics and Business; Klas E. Soderquist, Athens U. of Economics and Business; George Ioannou, Athens U. of Economics and Business; Gregory P. Prastacos, Athens U. of Economics and **Business**
- → THE CONCEPT OF COMPETENCE A REVIEW OF THE MAIN BRAZILIAN PUBLICATIONS BETWEEN 2000 AND 2004 | Roberto Ruas, Universidade Federal do Rio Grande do Sul; Tatiana Ghedine, Universidade Federal do Rio Grande do Sul; Joel Dutra, Universidade de São Paulo; Grace Vieira Becker, Pontificia Universidade Catolica do Rio Grande do Sul; Gisele Dias. Universidade Federal do Rio Grande do Sul
- Generic Leader | Guorong Zhu, Hay Group; Steven B Wolff, Hay Group
- Strategic Human Resource Management and Ethical Stewardship: Implications for Employment-At-Will | Cam Caldwell, Long Island U., C.W. Post; Patricia Werhane, U. of Virginia; **Tara J Radin**, Hofstra U.

1401 ⊕→ ●JS: (HR, IM) Capturing & Repackaging Managerial Knowledge to Inform Corporate & Public Policy: UK & US Examples

8:30am - 10:20am Hvatt Regency Atlanta: Hanover F

Capturing & Repackaging Managerial Knowledge to InformCorporate & Public Policy: UK & US Examples | Randall S Schuler, Rutgers U.

The SHRM/Rutgers Leading Indicator of US National Employment | **Debra J. Cohen**, Society for Human Resource Management

The U.K. Recruitment Confidence Index | Emma Parry, Cranfield School of Management

Recruitment Difficulties for Professional, Technical and Managerial Positions in the U.K | Shaun Tyson, Cranfield School of Management

Corporate HR Policy and National Employment Volatility in the US | Steven M Director, Rutgers U.

Comparing the US and UK Experiences | Michael Dickmann, Cranfield U.

1402 →: (Paper Session) - (IM) MNC Diversity and Diversification

☐ Teaching-oriented | Management Practice-oriented | International-oriented | Theme-oriented | Visual Presentation | Selected for Best Paper Proceedings 349

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Copenhagen

Chair: Gerhard Fink, WU-Wien

Discussant: Elisabetta Marafioti, Bocconi U.

- → Global Alliance Portfolio Diversity and Firm Performance | Ruihua Joy Jiang, Lehigh U.; Qingjiu Tao, Lehigh U.; Michael D Santoro, Lehigh U.
- ₽→ Effects of Knowledge Strategy and International Diversity on MNE Performance After the 9/11 Attacks | Sali Li, U. of Utah; Stephen B Tallman, U. of Richmond
- → International Diversification and Firm Performance: Role of Information Technology Investments | Murali D.R. Chari, Indiana University South Bend; Sarv Devaraj, University of Notre Dame; Parthiban David, U. of Notre Dame

1403 �→: (Paper Session) - (IM) Case Studies of the Development and Internationalization Process of Local Firms Going Aboard

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Madrid Chair: Nikhil Celly, U. of Western Ontario Discussant: Simon Collinson, Warwick U.

- → The Transformation of Local Russian Firms From Entrepreneurial to Professional Organizations | Carl Fey, Stockholm School of Economics; Thea Mills, Stockholm School of Economics Russia
- → Globalisation and the Privatisation of Latin America's Electricity Supply Industry | Jens Weinmann, European U. Institute; Derek W. Bunn, London Business School
- → Institutional Renovation and Economic
 Upgrading:Lessons from the Argentine Wine Industry |
 Gerald A. McDermott, Wharton, U. of Penn

1404 ⊕→ (MC) Executive Coaching: Conversations for Consultants

8:30am - 10:20am Hyatt Regency Atlanta: Montreal Presenter: Mary Wayne Bush, Pepperdine U. Participant: John L. Bennett, Queens University of Charlotte

1405 : (Paper Session) - (MED) Assessment: Tools, Approaches, Challanges

8:30am - 10:20am Hyatt Regency Atlanta: Spring

Chair: Martina Merkle, Fernfachhochschule Schweiz

Discussant: George J Byrtek, George Fox U.

- Developing an Undergraduate Assessment Test: A Mechanism for Faculty Feedback about Retention | Thomas J Callahan, U of Michigan Dearborn; Karen Strandholm, U of Michigan Dearborn; Julie Dziekan, University of Michigan-Dearborn
- Consistency Theory and OB Education: Effects of Precourse Attitudes on Student Evaluations | Clare Anne Francis, U. of North Dakota
- Capstone Business Course Assessment: Student Readiness Perspectives | Stephen L Payne, Georgia College and State U.; Jan Flynn, Georgia College and State U.; Michael Whitfield, Georgia College and State U.
- Appreciative Inquiry in Management Education: Measuring the Success of Co-created Learning | Thomas Arthur

Conklin, John Carroll U.; **Rama Kaye Hart**, University of St. Thomas

1406 □ JS: (MED, OB) Mentoring and Coaching in the Business Curriculum: Examples, Outcomes and Recommendations

8:30am - 10:20am Hyatt Regency Atlanta: Techwood

Chairs: Kristi Lewis Tyran, Western Washington U.; Tracey Honeycutt Sigler, Northern Kentucky U.

Discussant: Joseph E Garcia, Western Washington U.

Linking the Field to the Classroom:On-Line Business Mentors | **Kent D. Fairfield**, Fairleigh Dickinson U.

Developing a Formal Undergraduate Mentoring
Program:Results of a Pilot Organizational Behavior Cla |
Tracey Honeycutt Sigler, Northern Kentucky U.

Learning leadership from the top:Implementing a "Virtual" Mentor Program in an Undergraduate Leade | Kristi Lewis Tyran, Western Washington U.

Personal Coaching as a Tool for Personal and Professional Leadership Development Within an EMBA Prog | **Stephen Brock**, Kennesaw State U.; **Deborah Roebuck**, Kennesaw State U.

1407 ☐: (MH) A Guide to Historical Method for the Management Historian

8:30am - 10:20am Hilton Atlanta: Roosevelt

Introduction and Overview of Historical Method | Michele A Govekar, Ohio Northern U.; Paul L Govekar, Ohio Northern U.

Doing History | **David D Van Fleet**, Arizona State U. at the West campus

Research Design Considerations and Illustrative Examples | Franz T Lohrke, U. of Alabama

Retrospection | W. Jack Duncan, U. of Alabama, Birmingham Travels/Travails with Mr. Taylor: The Dilemma of Biography for Management Historians | Lois Landis Kurowski, Michigan State University

My Two Mentors | Regina Greenwood, Kettering U.
Hurdles To Overcome In Historical Research | Peter B
Petersen, John Hopkins U.

1408: (Paper Session) - (MOC) Managing Organizational Knowledge: Tacit Knowledge and Expertise

8:30am - 10:20am Atlanta Marriott Marquis: Imperial - Consulate *Chair:* **Erik Ian Dane**, U. of Illinois, Urbana-Champaign *Discussant:* **Deborah J Dougherty**, Rutgers U.

- ■Creating Peer-Based Knowledge Refineries | Kwangsu Cho, U. of Pittsburgh; T. RACHEL CHUNG, University of Pittsburgh; William R King, U. of Pittsburgh; Christian Schunn, U. of Pittsburgh
- The Influence Of Expertise Levels & Objective Task
 Complexity On Perceived Task Complexity & Perf. |
 Thorvald Haerem, Norwegian School of Management; Devaki
 Rau, Northern Illinois U.
- → ■Beyond the Dichotomy: Case-Based Taxonomy of Tacit Knowledge | Adva Dinur, Long Island University

1409 ●: (MOC) High Quality Connections Research Incubator: New Views of Relational Phenomena in Organizations

8:30am - 10:20am Atlanta Marriott Marquis: Imperial - Summit

Organizers: Jane E Dutton, U. of Michigan, Ann Arbor; Emily **Dunham Heaphy**, U. of Michigan, Ann Arbor

- High Quality Connections as an Organizing Mechanism in Low Structure Situations | Ruth Blatt, U. of Michigan
- Linking TMT Positive Dynamics & Organizational Context: Implications for Organizational Performance | Abraham Carmeli, Bar Ilan U.
- The Role of Conflict & Learning in High Quality Connections: Connections across Differences | Martin N. Davidson, U. of Virginia
- High Quality Connections in Public Management | Martha S. Feldman, U. of California, Irvine
- Branding Mom and Apple Pie: Family Relationships as Social Capital | Mary Ann Glynn, Emory U.
- Energy Networks and Information Loss | Ryan Quinn, U. of Virginia
- Understanding High Quality Connections in Mentoring Relationships | Belle Rose Ragins, U. of Wisconsin, Milwaukee; Amy Klemm Verbos, U. of Wisconsin, Milwaukee Quality Control: HR Practices, High Quality Connections, and Patient Safety | **Timothy J. Vogus**, Vanderbilt U.

1410 : (Paper Session) - (OB) Understanding **Transformational Leadership**

8:30am - 10:20am Hyatt Regency Atlanta: Hanover G

Chair: Kathleen Campbell, United States Military Academy Discussant: Marcus W. Dickson, Wayne State U.

- Leadership Among Top and Middle Managers: Hierarchical Impacts on Transformational Leadership | Heike Bruch, U. of St. Gallen; Frank Walter, U. of St. Gallen
- Leader Self-Sacrifice and Altruism: Impact on Transformational Leadership and Follower Outcomes | Niti Singh, narsee monjee institute of management studies (deemed university) Mumbai : Venkat R. Krishnan, XLRI (Xavier Labour Relations Institute), India
- Pseudo-Transformational Leadership: Towards the Development and Test of a Model | Amy Christie, Queen's University; Julian Barling, Queen's U.; Nick Turner, Queen's U.

1411: (Paper Session) - (OB) Predicting Withdrawal:

Turnover Intentions and Absenteeism

8:30am - 10:20am Hyatt Regency Atlanta: Lenox

Chair: Terri R Lituchy, Concordia University

Discussant: Stephen J. Zaccaro, George Mason U.

- Happy to Leave: Positive Affect, Work Importance, Need for Power and Turnover Intentions | Jason Stoner, Florida State
- Social Influence and Absenteeism: Norms, Networks, and the Role of Guilt | Janie Yu, Texas A&M U., College Station; Daniel A. Newman, Texas A&M U., College Station
- Perceived External Prestige and Turnover Intentions. Does Need for Identification Matter? | Karim Mignonac, U. Sciences Sociales; Olivier Herrbach, U. Montesquieu -Bordeaux IV; Sylvie Guerrero, ESG-UQAM
- ©Economic Exchange and Turnover Intentions: The Mediating Effect of Trust | Sarah Sorenson, U. of Northern

Iowa; Devasheesh P Bhave, University of Minnesota; Freyr Halldorsson, University of Minnesota

1412 : (Paper Session) - (OB) Group Composition:

Demographic and Skill Distributions

8:30am - 10:20am Hyatt Regency Atlanta: Roswell Chair: Yekaterina Bezrukova, Rutgers U. Discussant: Mark A. Clark, American U.

- Skill Dissimilarity and Skill Complementarity: Effects on Interpersonal Helping in Work Teams | Aad Oosterhof, U. of Groningen: Gerben S. Van Der Vegt. Groningen U.: Evert Van de Vliert, U. of Groningen; Karin Sanders, U. of Twente
- Breadth versus Depth of Expertise in Groups: Different Paths to Process and Performance | Xiumei Zhu, Duke U.; Jonathon N. Cummings, Duke U.
- Faultlines in Diverse Workgroups: Reconsidering the Justice-Psychological Distress Relationship I Yekaterina Bezrukova, Rutgers U.; Chester S Spell, Rutgers U., Camden The Impact of Deep- and Surface-level Faultlines on Team Processes | Yunhyung Chung, Rutgers U., New Brunswick; James Shaw, Bond U.; Yuan Jiang, Rutgers U., New Brunswick; **Susan E. Jackson**, Rutgers U., New Brunswick

1413 : (Paper Session) - (OB) Managing Organizational Change

8:30am - 10:20am Hvatt Regency Atlanta: University

Chair: Lorna Doucet, U. of Illinois at Urbana-Champaign Discussant: Constance Noonan Hadley, Harvard U.

- Leading Organizational Change in the Context of Public Sector: A Longitudinal Study | Yih-teen Lee, University of Lausanne and Groupe ESSCA; Peter Graeff, Technische Universität Dresden
- Investigating Transformational Leadership and Individuals' Commitment to Change | Steven D. Caldwell, University of South Carolina Upstate; David M Herold, Georgia Institute of Technology; **Donald B Fedor**, Georgia Institute of Technology
- The Effects of Change Context and Self Efficacy on Commitment to Change: A Multi-level Study | David M Herold, Georgia Institute of Technology; Donald B Fedor, Georgia Institute of Technology; Steven D. Caldwell, University of South Carolina Upstate
- → Explaining Resistance to Change with the Job-demands Resources Model | Hetty Van Emmerik, Utrecht U.; Martin C. Euwema, Utrecht U.; Arnold B. Bakker, Utrecht U.; Eva Demerouti, Utrecht U.

1414: (Paper Session) - (OB) Understanding Employee Turnover

8:30am - 10:20am Hyatt Regency Atlanta: Vancouver

Chair: Kathryn Sherony, Purdue U.

Discussant: Judith B. White. Dartmouth College

- ₽→Do Structural Holes in Guanxi Networks Increase Turnover in the People's Republic of China? I Peter Hom. Arizona State U.; Zhixing Xiao, China Europe International **Business School**
- Job Embeddedness, Gender, and Voluntary Turnover: Further Extensions of a New Construct | Christopher D. Zatzick, Simon Fraser U.; Roderick D Iverson, Simon Fraser U.

- Job Search Strategies and Job Survival. A Dynamic Modeling Approach | **Ingo Weller**, U. of Paderborn
- ♠ Antecedents and Consequences of Employee Threat Appraisal During an Organizational Restructuring | Mel Fugate, Southern Methodist U.

1415 ◀JS: (OB, CM, SIM) Ethics and Workplace Deviance: An Integrative Approach to Examining Unethical Decisions and Behavior

8:30am - 10:20am Hyatt Regency Atlanta: Hanover D

Chairs: Marie S. Mitchell, U. of Nebraska, Lincoln; Michael James O'Fallon, Washington State U.

Discussant: Linda K Trevino, Pennsylvania State U.

Justice and the Self: Moral Identity, Fairness Perceptions, and Deviant Behaviors | **Karl Aquino**, U. of British Columbia; **Vivien KG Lim**, National U. of Singapore

Ethical Climate and Organizational Deviance | Anke Arnaud, U. of Central Florida; Marshall Schminke, U. of Central Florida

Consequences, Consensus, and Moral Intensity: Behaviors Rated in Source-Target Categories | Robert Folger, U. of Central Florida; Gergana T. Markova, U. of Central Florida; Maribeth Kuenzi, U. of Central Florida; Rebecca Gray, U. of Central Florida

Misconduct in Scientific Research: The Influence of Career Events and Perceptions of Ethical Climate | Michael Mumford, U. of Oklahoma; Shane M Connelly, U. of Oklahoma; Stephen Murphy, U. of Oklahoma; Lynn Devenport, U. of Oklahoma; Ryan Brown, U. of Oklahoma; Jason Hill, U. of Oklahoma; Jennifer Carmichael, U. of Oklahoma

Identification Gone Bad: Positive Reciprocity and the Propagation of Unethical Prosocial Behaviors | Elizabeth Eve Umphress, Texas A&M U.; John B. Bingham, Brigham Young U.; Marie S. Mitchell, U. of Nebraska, Lincoln

1416 ←JS: (OB, OMT) Organizational Artifacts: Their Impact on the Interaction between Individuals and Organizations

8:30am - 10:20am Hyatt Regency Atlanta: Hanover E

Chairs: Lilach Sagiv, Hebrew U. of Jerusalem; Fiona Lee, U. of Michigan

Discussants: Kimberly D Elsbach, U. of California, Davis; Majken Schultz, Copenhagen Business School

Speakers: Iris Vilnai-Yavetz, Ruppin Academic Center; Jeffrey Sanchez-Burks, U. of Michigan

Participants: **Anat Rafaeli**, Technion-Israel Institute of Technology; **Monica C. Worline**, Emory U.

1417 ■JS: (OB, OMT, HR) Current Perspectives on Leadership During Times of Crisis

8:30am - 10:20am Hyatt Regency Atlanta: Vinings

Chairs: Christian J. Resick, Florida International U.; Nathan J. Hiller, Florida International U.

Discussant: Ian Mitroff. U. of Southern California

Effective Leadership During Public Health and Safety Crisis: An Empirical Study | **Todd Lowell Pittinsky**, Harvard U.; **Brian Welle**, Harvard U.

Design Teams Before, During, and After Crisis:
Consequences of Shared Leadership | George B Graen,
University of Louisiana Lafavette

Uncertainty as a Moderator of the Charisma - Performance Relationship | **Deanne N. DenHartog**, University of Amsterdam; **Annebel H.B. De Hoogh**, Free U., Amsterdam

Examining Leader Succession During Times of Crisis and the Effects of Transformational Leadership | Steven M. Weingarden, Not Specified; Christian J. Resick, Florida International U.; Daniel S. Whitman, Florida International U.; Christopher Mautino, Florida International U.

The Effects of Leader Self-Sacrificial Behaviors During Times of Crisis | Daniel S. Whitman, Florida International U.; Nathan J. Hiller, Florida International U.; Nathalie Castano, Florida International U.

Discussant | Ian Mitroff, U. of Southern California

1418 JS: (OB, RM) Dynamic Work Processes and Well-Being:Testing Affective Events Theory via Experience Sampling Design

8:30am - 10:20am Hyatt Regency Atlanta: Manila

Chairs: Remus Ilies, Michigan State U.; David T. Wagner, Michigan State University

The Dynamics of Organization-Based Self-Esteem | D. Lance Ferris, U. of Waterloo; Jeffrey Spence, U. of Waterloo; Daniel Heller, U. of Waterloo; Douglas J. Brown, U. of Waterloo

Making the Break Count: Recovery Activities, Emotional Experiences, and Affective Delivery | John P. Trougakos, Purdue U.; Daniel J. Beal, Rice U.; Stephen Green, Purdue U.; Howard M Weiss, Purdue U., West Lafayette

A Dynamic Analysis of Need Fulfillment and Well-Being at Work and Home | David T. Wagner, Michigan State University; Remus Ilies, Michigan State U.; Kelly Marie Schwind, Michigan State University

The Influence of Daily Changes in Emotional Labor on Mood, Attitudes, and Well-Being | Timothy A Judge, U. of Florida; Charlice Hurst, U. of Florida; Erin Fluegge Woolf, U. of Florida

1419 ←JS: (OB, RM) Bringing Method to Madness: Promoting Systematic Reviewing for Knowledge Creation & Dissemination

8:30am - 10:20am Hyatt Regency Atlanta: Piedmont

Attendees will gain an increased understanding of the vital professional service of reviewing, its role, value, challenges and impact on academe

Chairs: Yehuda Baruch, U. of East Anglia; Sherry E. Sullivan, Bowling Green State U.; Haze Nicole Schepmyer, Massey College, U. of Toronto

Peer Reviews in the Production of Knowledge: Why I Stopped Worrying and Learned to Appreciate the FI | Robert L Dipboye, U. of Central Florida

Reviewing as a Vital Professional Service: The Evaluative and Developmental Roles of Reviewers | Richard L Priem, U. of Wisconsin, Milwaukee; Abdul Rasheed, U. of Texas, Arlington

What They Don't Teach You at The Ohio State University Ph.D. Program*: The Surprising Ways in Whic | Yehuda Baruch, U. of East Anglia; Sherry E. Sullivan, Bowling Green State U.; Haze Nicole Schepmyer, Massey College, U. of Toronto

WEDNESDAY

- Pitfalls of the Peer-Review Process: How Reviewing Can Actually Hinder Knowledge Creation and Develo | Arthur G. Bedeian, Louisiana State U.; John B. Miner, Independent Consultant
- Communicating More Effectively with Editors:Lessons Learned While Editing the Journal of Managemen | Daniel Feldman, U. of Georgia

1420 : (Paper Session) - (OCIS) Participative Management, **Shared Leadership and Controls**

8:30am - 10:20am Atlanta Marriott Marguis: International 1 Chair: Vicki R. McKinney, U. of Arkansas Discussant: Laurie J. Kirsch, U. of Pittsburgh

№ When Twelve Heads are better than One: Implementing a Shared Leadership Concept in a Police Agency | Brigitte Steinheider, University of Oklahoma, Tulsa Graduate College: Todd Wuestewald, Broken Arrow Police Department

OCIS Division Best Paper Award -- Finalist

- Aligning Strategy and Operations: Post-Bureaucratic Management Practices in the 21st Century | Randal C Ford. CSU-Pueblo
- Shadow Information Systems and Coordination of Unprescribed Work | Joao Cunha, U.Nova De Lisboa
- → Conganizational Control and IT-based Compliance Systems: A Regulatory Focus Theory Perspective | Yajiong Xue, Florida Atlantic U.; Huigang Liang, Florida Atlantic U.; Liansheng Wu, Peking U.

1421: (Paper Session) - (OCIS) IT Career Issues 8:30am - 10:20am Atlanta Marriott Marquis: International 5 Chair: Kevin P Gallagher, Florida State U. Discussant: Nita Brooks, U. of Arkansas

- Effects of Distal & Proximal Characteristics on Success for African-American & Caucasian IT Students | Vernard Harrington, Radford U.; Tracy L Lewis, Radford U.; Wanda
 - Smith, Virginia Tech; France Belanger, Virginia Tech; George M. Kasper, Virginia Commonwealth U.
- Examining the Role of Human Capital and Gender in Predicting IT Professionals' Career Transitions | Damien Joseph, Nanyang Technological U.
- Skills of Successful IT Project Managers: An Exploratory Study Using the Repertory Grid Technique | Nannette Patterson Napier, Georgia State U.; Mark Keil, Georgia State U.; Felix Tan, Auckland U. of Technology
- ■All Effective CIOs are Strategic, Right? Disagreement in Defining Public Sector CIO Effectiveness | Greg Dawson, U. of Georgia; Richard Thomas Watson, U. of Georgia

1422 🔾 👉: (Paper Session) - (ODC) Trust, Norms, and Organizational Identity

8:30am - 10:20am Hilton Atlanta: Carter

Chair: Theodore Rosen, Geo. Wash. Univ. School of Business ₱©Trust and third-party consultation: A longitudinal study | Wavne Boss, U. of Colorado, Boulder: Eric Goodman, Kaplan U.; Mark L. McConkie, U. of Colorado, Colorado Springs; R T Golembiewski, U. of Georgia

Learning Mechanism for Designing Corporate Identity: Lesons from "Peilim" and Conceptual Framework I Yoram

- Mitki, Ruppin Academic Center; Ram Herstein, Ruppin Academic Center
- This is work, this is play: Artful interventions and organizational identity change | Stefan Meisiek, U. Nova de Lisboa; Mary Jo Hatch, U. of Virginia
- Norms on Organizational Citizenship Behavior | Ghee Lim. National U. of Singapore

1423 ○ •: (ODC) Leadership as a Secondary Role: Insights for Organizational Development in Professional Settinas

8:30am - 10:20am Hilton Atlanta: Jackson

Three scholar-practitioners discuss case examples, with implications for research and practice.

Presenters: Sandra L. Gill, Benedictine U.; Darlene Lewis, Benedictine U.; Karen Reno, Benedictine U.

1424: (Paper Session) - (OM) Integration Issues in **Operations Management**

8:30am - 10:20am Atlanta Marriott Marquis: Rio Grande & MacKenzie Chair: Peggy D. Lee, Pennsylvania State U., Great Valley Organizational Differentiation and Integration Arguments in Operations Management | Mikko Ketokivi, Helsinki U. of Technology; Roger Schroeder, U. of Minnesota; Virpi Turkulainen, Helsinki U. of Technology

- Integration of Business Units | Cecilia Temponi, Texas State U., San Marcos; Michael D. Bryant, U. of Texas, Austin; Benito Fernandez, U. of Texas, Austin
- Matching Strategies for Supply Chain Integration and Product/Market Diversification | Ram Narasimhan, Michigan State U.; Morgan Swink, Michigan State U.; Soo Wook Kim, Seoul National U.
- Strategic Buyer-supplier Relationships and IT as Drivers of External Logistics Integration | Antony Paulraj, U. of North Florida; Injazz J. Chen, Cleveland State U.

1425 : (Paper Session) - (OMT) Life in Organizational Fields: Strategy, Competition, and Politics

8:30am - 10:20am Atlanta Marriott Marquis: International 2

Chair: Charles Kirschbaum, Faculdade de Engenharia Industrial -**ESAN**

- Fields and Networks: Theoretical Distinctions, Convergence and Perspectives | Charles Kirschbaum, Faculdade de Engenharia Industrial - ESAN
- An Empirical Understanding of The Relationship Between Organizations and The State | David Eduardo Cavazos, Texas Tech U.
- Task Management Capability and Uncertainty Attenuation in Alliances | Young Rok Choi, Singapore Management U. Institutional & Strategic Determinants of Competitiveness:
 - Wine Wars 1982-2004 | Jean-Luc Arregle, EDHEC Business School; Michael Shayne Gary, Australian Graduate School of Management; Erik Reimer Larsen, Cass Business School

1426 ■: (Paper Session) - (OMT) **Explicating Organizational Trust and Distrust**

8:30am - 10:20am Atlanta Marriott Marquis: International 3

☐ Teaching-oriented | Management Practice-oriented | International-oriented | Theme-oriented | Visual Presentation | Selected for Best Paper Proceedings 353

Chair: Faye L. Smith, Emporia State U.

DEVELOPMENT AND EVOLUTION OF TRUST AND DISTRUST | Faye L. Smith, Emporia State U.; Joann Keyton, U. of Kansas

Interorganizational Distrust: A Little Goes a Long Way | Cynthia E. Devers, U. of Wisconsin-Madison; Brian Connelly, Texas A&M U.; Toyah L. Miller, Texas A&M U., College Station

Direct and Indirect Effects of Inter-Organizational Trust on Vertical Integration | Werner Helmut Hoffmann, Vienna U. of Economics and Business Administration; Kerstin Neumann, Vienna U. of Economics and Business Administration; Gerhard Speckbacher, Vienna U. of Economics and Business Administration

An Exploration of Consumer Resistance to Change | John Lipinski, ITESM/U. of Pittsburgh; Michael Walsh, U. of Pittsburgh

Process-based trust, Characteristic-based Trust, and Formal Contract in Procurement Relationships | **Steven S. Lui**, City U. of Hong Kong

1427: (Paper Session) - (OMT) Effects of Organizational Structure and Routines on Decision Making

8:30am - 10:20am Atlanta Marriott Marquis: International 4

Chair: David Lehman, Purdue U.

Firm Resources and Inertia: Collective Functional Fixedness in Top Management Teams | **Andrew P. Knight**, U. of Pennsylvania

- Coordinating Decentralized Decision-Making and Centralized Information | James Oldroyd, Northwestern U.; Ranjay Gulati, Northwestern U.
- The Effects of Performance Management on NPL Ratios of the Banking Industry in Taiwan | WeiShong Lin, National Taiwan U of Science and Technology; KuoChung Mei, China University of Technology
- The Selection and Progression of Organizational Rule Violations | **David Lehman**, Purdue U.; **Rangaraj Ramanujam**, Purdue U., West Lafayette

1428: (Paper Session) - (OMT) Networks and Clusters in Industrial Districts

8:30am - 10:20am Atlanta Marriott Marquis: International A

Chair: Andreas B. Eisingerich, U. of Cambridge

- → Sustainable Cluster Performance: Managing Intensity and Openness of Interorganizational Linkages | Andreas B. Eisingerich, U. of Cambridge; Simon J. Bell, U. of Cambridge; Paul Tracey, Warwick U.
- The Virtual In-Crowd: The Impact of Horizontal and Immediate Co-Affiliation on Financial Performance | Amir Sasson, Norwegian School of Management
- Cluster Safari. A New Organisational Context in Search of Meaning | Hector O. Rocha, IAE - Management and Business School of Austral University

Networks and Space: Reconsidering the Effects of Locales on Firm's Performance | **Fabio Fonti**, Boston College

1429 ■: (Paper Session) - (OMT) **New Thinking About Organizational Identity and Identification**

8:30am - 10:20am Atlanta Marriott Marquis: International B *Chair:* **Hannakaisa Isomaki**, U. of Lapland

- PaOrganizational Initial Categorization: Imprinting and the Mitigation of Imprinting | **Zhi Huang**, Boston College; **Stephen P Borgatti**, Boston College

New conceptualizations and measures of collective identity and identification | **David R. Hekman**, U. of Washington

■ A Non-instrumental Notion of the Human Being for Information Systems | Hannakaisa Isomaki, U. of Lapland

1430: (Paper Session) - (OMT) The Evolution of Leadership in Organizations

8:30am - 10:20am Atlanta Marriott Marquis: International C

Chair: Betty Jane Schearf, Capella U.

Their Separate Ways? Contrast and Convergence in the Post-Merger Fates of Acquiring and Target CEOs | Kathleen Park, Massachusetts Institute of Technology

- Paradigm Shifts In 21st Century Leadership | Betty Jane Schearf, Capella U.; Katherine Marie Hotop-Raines, University of Missouri - Columbia
- Leadership as an Organizational Meta-Capability: A System Dynamics Simulation of Leadership | James K. Hazy, Adelphi U.
- Management, Market Orientation and Performance in Entrepreneurial Firms | Malte Brettel, Aachen U. (RWTH); Susanne Claas, Aachen University of Technology (RWTH); Florian Heinemann, Aachen U. (RWTH)

1431 ♥→ ■JS: (PNP, SIM, CMS) Processes of Governance Across Multiple Stakeholders: Performance, Control and Innovation

8:30am - 10:20am Hilton Atlanta: Monroe

Organizers: Suzanne Benn, U. of Technology, Sydney; Stephen T.T. Teo, U. of Technology, Sydney

New Processes of Governance: Cases for Deliberative Decision-Making? | Suzanne Benn, U. of Technology, Sydney

Dynamic Evolution in Public Private Partnerships: The Role of Key Actors in Managing Multiple Stakeh | **Kate Joyner**, Queensland U. of Technology

Multinational Oil Companies' CSR Initiatives in Nigeria: The Skepticism of Stakeholders in the Host | **Gabriel Eweje**, Massey U.

Networking with Government as Predictor of Firm Performance | **Stephen T.T. Teo**, U. of Technology, Sydney; **Irene K-H Chew**, Nanyang Technological U.

The Practice and Process of Governance | Clive Smallman, Lincoln U.

1432: (Paper Session) - (SIM) Shaping Corporate Governance

8:30am - 10:20am Hilton Atlanta: DeKalb

Chair: Barry M Mitnick, University of Pittsburgh

Corporate Misconduct Effects upon Governance and Social Performance: Before and After SOX | **Timothy A Hart**, U of Oklahoma

WEDNESDAY

- → Determinants of Corporate Governance: Effects of Regional, Country and Industry Level Factors | Deeksha A Singh, National U. of Singapore
- Regulation, Governance and Performance: Dynamics of Organizational Responses to Sarbanes-Oxley Act | Argun Saatcioglu, Case Western Reserve U.; Larry William Ettner, Case Western Reserve U.
- The Changing Nature of Corporate Boards: Unexpected Responses to Reform | Jill Ann Brown, U. of Georgia

1433 : (Paper Session) - (SIM) Determinants of Corporate Social Responsibility

8:30am - 10:20am Hilton Atlanta: Douglas

Chair: Jeanne M Logsdon, U. of New Mexico

- Corporate Social Initiatives as Strategic Responses to Institutional Pressures | David Hess, U. of Michigan, Ann Arbor; Danielle E. Warren, Rutgers U.
- → Exploring the Determinism of Culture on The Theory and Practice of Corporate Social Responsibility | Richard C. Peters, Florida Atlantic U.
- The Problem with Corporate Social Responsibility | Bobby Baneriee, U. of South Australia
- PROCESS ANTECEDENTS OF CORPORATE SOCIAL RESPONSIVENESS | Kareem M. Shabana, U. of Georgia: Elizabeth C. Ravlin, U. of South Carolina

1434 QJS: (SIM, OB) Bringing the Power of Film to Business Ethics Research and Teaching

8:30am - 10:20am Hilton Atlanta: Crystal Ballroom B & E Presenters: Virginia Gerde, Duquesne U.; Michael G Goldsby, Ball State U.; Marc O Orlitzky, U. of Auckland; Cynthia Scheopner, U. Colorado

1435 : (Paper Session) - (TIM) Technology and Firm **Boundaries**

8:30am - 10:20am Atlanta Marriott Marguis: Cluster 5 - Monte Carlo Chair: Ann McFadven. North Carolina State U.

Discussant: Donald E. Hatfield, Virginia Tech

Network Structure Choice: Comparing Three Technology Mediums | Jenny Gibb, U. of Waikato

- The Universal and Synergistic Effects of Internal Governance on Product Innovation | Hsueh Liang Wu. National Cheng Kung U.; David Parker, U. of Cranfield
- Making vs. Buying Knowledge: The Relationship between R&D Investment and Workforce Knowledge | Benjamin A. Campbell, U. of Pennsylvania
- Governing Explorative R&D Alliances: The Content and Role of Formal Contracts | Dries Faems, Catholic U. of Leuven; Bart Van Looy, Catholic U. of Leuven; Maddy Janssens, Catholic U. of Leuven
- Transaction Costs, Capabilities, and Innovation: Implications for Vertical Structure | Claudio Wolter, Carnegie Mellon University

1436: (Paper Session) - (TIM) Innovation Diffusion and Adoption

8:30am - 10:20am Atlanta Marriott Marguis: Cluster 5 - Riviera Chair: William D Schulte, Shenandoah U. Discussant: Kimberly A. Bates, Trent U.

- ₽The Diffusion of Competing Technology Standards in Twosided Markets | Mingchun Sun, Stanford U; Edison Tse, Stanford U
- → Expectations, Network Effects and Timing of Adoption: Evidence from a Sample of SMEs in Italy | Roberto Fontana, Bocconi U.; Nicoletta Corrocher, Bocconi U.
- Charting the Institutional Response of Incumbents to the Challenge Posed by Novel Technologies | Sanjay Jain, U. of Wisconsin, Madison; **Yanfeng Zheng**, U. of Wisconsin, Madison
- Institutional Influences on Adoption Intention within the Healthcare Industry | Richard Klein, Clemson U.; Nicholas Roberts, Clemson U.
- ₱Technological Innovations Diffusion in China I Egide Karuranga, Laval U.; Zhan Su, Laval U.; Robert Beauregard, Laval U.

1437 : (Paper Session) - (TIM) Innovative Performance in the **European Context**

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Shangri-La Chair: Celine Abecassis-Moedas, U. Catolica Portuguesa Discussant: Juan Alcacer, New York U.

- E-business Usage, Innovation and Firm Performance -Empirical Evidence from Europe | Philipp Koellinger, DIW
- → Exporting and Technology Sourcing: Empirical Evidence from Spanish Manufacturing Firms | Elena Golovko, IESE, U. of Navarra
- The Winning Combination. Search Strategies and Innovative Performance in the UK | Paola Criscuolo, Imperial College London; Ammon Salter, Imperial College London; Keld Laursen, Copenhagen Business School; Toke Reichstein, Tanaka Business School
- The Role of Regional Determinants in the Innovation Performance of UK Enterprises | Marion Frenz, Birkbeck College, U. of London

1438: (Paper Session) - (TIM) Innovation Strategy 8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - South Hampton Chair: Nilesh Saraf, Simon Fraser U.

Discussant: Brian Wu, U. of Pennsylvania

- Building a Workable Set of Indicators for Auditing the Technology Portfolio of High-Tech Companies | Dominique R. Jolly, Ceram Sophia Antipolis
- A Multilevel Study of Decision Process Innovation: The Role of Perceived Threat to Managerial Power | Kelly E. See. New York U.
- A Formal Model and Methodology for Measuring IT Investment Risks | Ajit Appari, Syracuse U.; Michel Benaroch, Syracuse U.
- ©Can Experts Really Assess Future Technology Success? A Neural Network and Bayesian Analysis | Craig Galbraith, University of North Carolina - Wilmington: Alex Frank DeNoble. SDSU; Sanford B Ehrlich, SDSU; Doug M Kline, niversity of North Carolina at Wilmington

Wednesday 9:00AM

1439: (AAA) Conference Registration

9:00am - 12:00pm Hyatt Regency Atlanta: Pre-function Area - Reg. Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

1440 ●: (Paper Session) - (BPS) Strategy Process: A New Mission for Planning

9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Bonn

Chair: Sylvia Flatt, U. of San Francisco Facilitator: Jill R. Hough, U. of Tulsa

The Role of Strategic Plan Presentations of Listed Companies as Supplementary Communication Tool | Pietro Mazzola, IULM U.; Luca Gnan, Torvergata; Claudia Gabbioneta, IULM U.

 Predictors of Success of Strategic Retreats – the Impact of Organisational Approach to Strategy | Christopher Russell Clark, Macquarie U., Sydney

Parthirty-Five Years of Strategic Planning and Firm
Performance Research: A Meta-Analysis | Rita J. Shea-Van
Fossen, Baruch College, CUNY

Organization Mission: The Concept, Antecedents And Consequences | **Jatinder Singh Sidhu**, Erasmus U.

1441 : (Paper Session) - (BPS) **New Ventures: Decisions**, **Decisions**

9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Cabinet

Chair: Paul Bierly, James Madison U.

Discussant: Robert M Wiseman, Michigan State U.

PooRich versus King: The Entrepreneur's Dilemma | Noam Wasserman, Harvard U.

Entrepreneurship | Dirk De Clercq, Brock U.; Xavier Castaner, HEC Paris; Imanol Belausteguigoitia, Instituto Tecnologico Autonomo de Mexico

1442 **②**: (Paper Session) - (BPS) Diversification/M&A: Making Marriage Work (Dimensions of Acquisition Performance)

9:00am - 10:20am Atlanta Marriott Marguis: Cluster 3 - London

Chair: Laurence Capron, INSEAD

Discussant: Asli Musaoglu Arikan, Georgia State U.

A Note On The Effect Of Mergers And Acquisitions On Savings Banks' Long Run Productivity | Cristina Bernad, U. of Zaragoza; Lucio Fuentelsaz, U. of Zaragoza; Jaime Gomez, U. of Zaragoza

Assessing the Effects of M&A on Firm Performance, Plant Productivity, and Workers | **Donald Siegel**, U. of California, Riverside; **Kenneth Simons**, Rensselaer Polytechnic Institute

Measuring an Elusive Construct Called Acquisition
Performance | Margaret Cording, Rice U.; Petra Christmann,

Performance | Margaret Cording, Rice U.; Petra Christmann Rutgers U.; Carmen Weigelt, Rice U.

1443 : (Paper Session) - (BPS) Competitive Advantage: Flies in the Theoretical Ointment

9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - State

Chair: Walter G Tymon, Villanova U.

Facilitator: James A. Robins, Singapore Managent University, School of Business

■The RBV, Methodological Individualism, and Managerial Cognition: Practicing Entrepreneurship | JC Spender, Leeds

Strategic Pacing and Performance: A Contingent View | Weilei (Stone) Shi, U. of Pittsburgh; John E Prescott, U. of Pittsburgh

A Fundamental Fallacy in Strategic Management Theory | Ingo Reinhardt, U. of Cologne

■Towards a Theory of Endogenous Market Structure in Strategy | Lalit Manral, Columbia U.

1444 **©**: (Paper Session) - (BPS) Strategy Process: For a Change

9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Rolf Buhner, U. of Passau

Facilitator: Alva Taylor, Dartmouth College

Changes in Outsourcing Intensity and Performance: Exploring the Relevance of Path Characteristics | Thomas
Hutzschenreuter, WHU - Otto Beisheim School of Management;
Sascha Israel, WHU - Otto Beisheim School of Management

• Knowledge Management as a Driver for Strategic Development: An Empirical Analysis | Sandra Moffett, U. of Ulster; Rodney McAdam, U of Ulster

Alliance Portfolios:How They Evolve Over Time and Coevolve with Firm Performance | **Pinar Ozcan**, IESE, U. of Navarra

Slack Search as a Driver for Path-breaking Change | **Hitoshi Mitsuhashi**, U. of Tsukuba

1445 : (Paper Session) - (BPS) Industry Dynamics: Market Entry and the Check Out Line

9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Zurich *Chair:* **Geoffrey Desa**, U. of Washington, Seattle *Discussant:* **Nile W. Hatch**, Brigham Young U.

→ Market Entry and Survival for de Novo Industry Entrants: An Integrated Analysis | Terence Ping Ching Fan, Singapore Management U.; Phillip Phan, Rensselaer Polytechnic Institute; John E Butler, U. of Hawaii at Manoa

Do pre-entry alliances matter? Evidence from entry in the aerospace industry (1944-2000) | Louis Mulotte, HEC Paris When Institutions Collide: A Model of Institutional Rivalry | Mike Provance, U. of Maryland; Michael D. Pfarrer, U. of Maryland, College Park

1446 • : (Paper Session) - (BPS) Innovation: Sponge Bob Makes a Big Splash (Absorptive Capacity)

9:00am - 10:20am Atlanta Marriott Marquis: International 10

Chair: Nandini Lahiri, Indian School of Business

Facilitator: Diana L. Day, Rutgers University--Camden

R&D/Returns Causality: Absorptive Capacity or

Organizational IQ | Anne Marie Knott, Washington U.

■How Do Organizations Realize Their Absorptive Capacities? A Problem-Solving Perspective | Craig E. Armstrong, U. of Texas, San Antonio

Determinants of Biotechnological Product Success: An Absorptive Link Approach | **Desmond W. Ng**, Texas A&M U., College Station

Unraveling Absorptive Capacity: Units' Knowledge Flows, Knowledge Stocks and Innovative Performance | Raymond Van Wijk, RSM Erasmus Univ.; Justin J.P. Jansen, Erasmus U.; Frans A.J. Van den Bosch, Erasmus U.; Henk W. Volberda, Frasmus U.

1447 : (Paper Session) - (BPS) Networks: Crossing the "t" in Contracts

9:00am - 10:20am Atlanta Marriott Marquis: International 8

Chair: Sergio Giovanetti Lazzarini. Ibmec São Paulo Facilitator: Lyda S. Bigelow, Washington U. in St. Louis

- Contractual Governance and Opportunism: Effect of Control and Coordination on Enforcement Costs | Fabrice Lumineau, HEC School of Management, Paris: Bertrand V. Quelin, HEC Paris
- ©Contractual Functions and Contractual Dynamics in Inter-Firm Relationships | Bjoern Eckhard, U. of Paderborn; Thomas Mellewigt, U. of Paderborn
- The Effects of Distance on Contract Design | Libby Weber, U. of Southern California
- Contractual functions. An explorative empirical assessment of formal contracts. | Boris F Blumberg, U. of Maastricht; Gerrit Rooks, TU Eindhoven

1448 € ■: (Paper Session) - (BPS) Strategy Process:

Perceptive TMTs? (TMT Cognition)

9:00am - 10:20am Atlanta Marriott Marguis: International 9

Chair: Robert P. Garrett, Indiana U.

Facilitator: Gerry McNamara, Michigan State U.

- → Managerial Perceptions and Stock Market Development in an Emerging Economy | Moses Acquaah, U. of North Carolina, Greensboro; Charles E. Appeadu, Georgia State U.
- Escalating Commitment or Sustaining for Success | Stacy McIraith Campbell, University of Georgia; Gideon D Markman, U. of Georgia
- Shared Strategic Cognition and Firm Performance: Toward Understanding Virtualism's Complexities | Timothy Golden. Rensselaer Polytechnic Institute; Alisa H. Watt, Rensselaer Polytechnic Institute
- ■TMT Knowledge Structure and Turnarounds: Decision making and outcomes | Xin Liang, U. of Kansas

Wednesday 10:40AM

1449 : (Paper Session) - (BPS) Taking Stock: Strategic Implications of Stock Market Behavior

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - London Chair: Anurag Sharma, U. of Massachusetts

Facilitator: Rogerio Victer, Boston U.

- ₽₽₽₽ Stock Market Reactions to Executive Oaths: the Signaling Role of CEO Backgrounds | Yan Anthea Zhang,
- What is the Value of Firms' New Brands? Evaluating New Brand Performance Using Stock Market | Lenny Herrianty Pattikawa, Erasmus University Rotterdam
- Undervalued Stock in Bull and Bear Markets | Susan F Storrud-Barnes, Cleveland State U; Richard Reed, Washington State U.

1450 : (Paper Session) - (BPS) Strategy Process: Leading the Way to Sound Governance

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Maria Goranova, Syracuse U.

Facilitator: Yasemin Y Kor, U. of Delaware

- Top Management Team Research: Lessons from the Past, Directions for the Future | Irene Goll, U. of Scranton; Richard L Priem, U. of Wisconsin, Milwaukee
- The Strategy Making Process as a Mode of Corporate Governance | Peter J. Snyder, U. of Wisconsin, Milwaukee; Richard L Priem. U. of Wisconsin. Milwaukee
- Leadership Behavior, Strategic Fit, and Organizational Performance | Abraham Carmeli, Bar Ilan U.; David Gefen, Drexel University; Roy Gelbard, Bar Ilan U.
- Implications of Leadership Research for Corporate Governance | Michael Hennelly, University of Tulsa

1451: (Paper Session) - (BPS) Innovation: Learning, Evolution, and Sin-ergy

10:40am - 12:00pm Atlanta Marriott Marquis: International 10

Chair: Ossi Pesämaa, Lulea U.

Facilitator: Donald E. Hatfield, Virginia Tech

- A Strategic View of Knowledge Use | Alva Taylor, Dartmouth College; Sai Krishna Yayavaram, National U. of Singapore
- The Firm As a Darwin Machine: An Evolutionary View of Organizational Knowledge and Learning | J.W. Stoelhorst, U. of Amsterdam; **Ard Huizing**, U. of Amsterdam
- The Sum of the Parts: Towards a Differentiated Model of Innovation | Bart Sharp, Purdue U., West Lafayette
- The universal and synergistic effects of social capital on innovation | Ming-Te Lai, National Cheng Kung U.

1452: (Paper Session) - (CAR) Perceived and Real **Mentoring Quality and Outcomes**

10:40am - 12:00pm Hyatt Regency Atlanta: Cairo

Chair: Dana L. Haggard, U. of Missouri, Columbia Discussant: Lisa Dragoni, U. of Iowa

- The Moderating Role of Attachment Style on the Mentorship Quality and Career Outcomes Relationship | Jesus Bravo, U. of Illinois, Chicago; Ling Yuan, U. of Illinois, Chicago
- ©Formal Mentoring Programs: Factors Related to Mentors' Perceptions of Benefits and Costs | Marc R. Parise. Knox College; Monica L Forret, St. Ambrose U.
- A Longitudinal Study Of The Role Of Human Capital In The Development Of Mentoring Relationships | Romila Singh, U. of Wisconsin, Milwaukee; Phyllis Tharenou, U. of South Australia
- The Relationship between Proximal Mentoring Benefits and Distal Mentor Outcomes | Lillian Eby, U. of Georgia; Jaime Durley, U. of Georgia; Sarah Evans, U. of Georgia

1453 : (Paper Session) - (CM) Understanding Collaboration and Cooperation: A Cross Level Analysis

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover A

Chair: Eliezer Arantes da Costa, U. Estadual de Campinas -

Information Sharing in Mixed-Orientation Interactions: Effects of Expectancy Violations | Ece Tuncel, U. of Illinois, Urbana-Champaign

- Team Effectiveness in China: The Role of Shared Vision and Constructive Controversy | Alfred Wong, Lingnan U.; Dean Tjosvold, Lingnan U.; Chun Hong Liu, Dong Hua U.
- → Multiculturalism Lives: Predicting Fusion Collaboration in Multicultural Teams | Susan Crotty, Northwestern U.;

 Jeanne M Brett, Northwestern U.
- The game to play: Expanding the co-opetition proposal | Eliezer Arantes da Costa, U. Estadual de Campinas Unicamp; Celso Pascoli Bottura, Universidade Estadual de Campinas UNICAMP; Joao Mauricio Gama Boaventura, Sao Paulo City U.; Adalberto A. Fischmann, Sao Paulo U.

1454 JS: *(CM, OB, HR)* Rethinking the Nomological Network of Organizational Justice: Questioning Old Assumptions

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover C

Chair: **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign Discussant: **Robert Moorman**, Creighton U.

Rethinking the Nomological Network of Organizational Justice: Questioning Old Assumptions | **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign

Using Meta-Analysis and Path Analysis to Clarify Relations between Job Satisfaction, Justice and OCB | Neil Fassina, U. of Manitoba; David A. Jones, U. of Vermont; Krista Uggerslev, U. of Manitoba

Deterrent or Propellant of Employee Deviance? Making Sense of Organizational Monitoring | Bradley J Alge, Purdue U.; Gary A. Ballinger, U. of Virginia; James L. Oakley, Purdue U.; Subrahmaniam Tangirala, U. of Maryland, College Park; David Lehman, Purdue U.

Perceived Customer Justice: Employee Reactions to Unfair Customer Policy and Treatment | **Joel M. Evans**, U. of Arizona; **Stephen Gilliland**, U. of Arizona

Injustice and Revenge: The Role of Identity | Ramona Bobocel, U. of Waterloo; Agnes Zdaniuk, U of Waterloo

1455 ➡: (CMS) Understanding Different Assumptions about Power and Equity: An Inter-Disciplinary Conversation

10:40am - 12:00pm Atlanta Marriott Marquis: Tigris & Danube
Discussant: Walter Nord, U. of South Florida
Presenters: Maxim Voronov, Brock U.; Brenda Kathleen
Johnson, Columbia U.; Bruce E Kaufman, Georgia State U.;
Warner P. Woodworth, Brigham Young U.; Michael J. Zickar,
Bowling Green State U.

1456 : (Paper Session) - (ENT) Founders and New Venture Strategy

10:40am - 12:00pm Hilton Atlanta: Council/Cabinet Room

The Role of Founders and Parent Firms in New Venture Strategy | Warren Boeker, U of Washington Seattle

□ □ Improvisation and Bricolage in New Venture Planning |
Pankaj C Patel, U. of Louisville; James Fiet, U. of Louisville
□ Directions of New Venture Growth in Their Beginning Years
| Gwendolyn Kuo-fang Lee, U. of Florida

Game Theory Analysis of Family Business Succession Events | Timothy P Blumentritt, Kennesaw State U.

1457 : (Paper Session) - (ENT) New Venture Growth

10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom C & D

Chair: Hung-Bin Ding, Loyola College

Investigating Patterns of Development in SMEs | Leona Achtenhagen, Jönköping University; Leif Melin, Jönköping University; Lucia Naldi, Jönköping University; Jenny Helin, Jönköping University

Poentrepreneurial Orientation Effect on New Venture
Performance: The Moderating Role of Venture Age | G. T.
Lumpkin, Texas Tech U.; William John Wales, Rensselaer
Polytechnic Institute; Michael Ensley, Rensselaer Polytechnic
Institute

- Pa→ The Performance of Young Firms: Patterns of Evolution in Growth Profitability Space | Paul Richard Steffens, Queensland U of Technology; Per Davidsson, Queensland U. of Technology; Jason Robert Fitzsimmons, Queensland U of Technology
- One Size Doesn't Fit All: Growth Expectancies of U.S Women and Men Nascent Entrepreneurs | Tatiana S. Manolova, Bentley College; Candida G Brush, Babson College; Linda F. Edelman, Bentley College

1458: (Paper Session) - (ENT) Cultural and Governmental Influences on New Venture Creation

10:40am - 12:00pm Hilton Atlanta: Madison

Chair: Martin L. Martens, Concordia University

- Social Networks Effects on Start-up Performance: An Empirical Investigation | Manuela Presutti, Bologna U.; Luca Pirolo, Luiss Guido Carli U.
- Opportunity Recognition and Entrepreneurial Activities of Networked and Non-Networked SMEs | Yvonne O Brunetto, Griffith U.; Rodney S Farr-Wharton, U. of the Sunshine Coast Explaining Sex Differences in Business Owners' Career

Satisfier Preferences | Kimberly Eddleston, Northeastern U.;

Gary N. Powell, U. of Connecticut, Storrs

■Entrepreneurship, Regional Development and Job Creation | Rui Baptista, Instituto Superior Tecnico

1459 : (Paper Session) - (ENT) Venture Capitalists -- Part II 10:40am - 12:00pm Hilton Atlanta: Washington

Chair: Robert Sprague. U. of Wyoming

Complementary Theoretical Perspectives Regarding Venture Capitalist's Decision Making | Christine Salameh, U. of Louisville

- Are Venture Capitalists Catalysts for Innovation or Do They Simply Exploit It? | Stefano Caselli, Bocconi University / SDA Bocconi; Francesco Perrini, Bocconi U.; Stefano Gatti, Not Specified
- Safety in Numbers or Hunting in Packs? The Impact of Angel Networks on Venture Financing | Rebecca J. White, Northern Kentucky U.; Rodney Dsouza, University of Louisville; Giles T Hertz, Northern Kentucky U.
- ■Informed Capital in a Hostile Environment The Case of Relational Investors in Germany | Dorothea Schäfer, German Institute for Economic Research; Dirk Schilder, Technical University Bergakademie Freiberg

1460: (Paper Session) - (GDO) Differences Between Women and Men in Leadership, Upward Influence, and Emotional Intelligence

10:40am - 12:00pm Hyatt Regency Atlanta: Inman Chair: Susan M. Stewart, U. of Puget Sound

Discussant: Mark D. Agars, California State U., San Bernardino Revisiting Sex Effects in Evaluations of Transformational Leaders: An Advantage for Female Leaders | D. Anthony Butterfield, U. of Massachusetts, Amherst; Kathryn M. Bartol, U. of Maryland

- ₽→Gender and Influence Across the Globe: Cross-Cultural Differences in Organizational Upward Influence | Dafna Eylon, U. of Richmond; Carolyn Egri, Simon Fraser U.; David A. Ralston, U. of Oklahoma; Tania Casado, U. of Sao Paulo; Chay Hoon Lee, Nanyang Business School; Wade Danis, Georgia State U.; Francisco B. Castro, U. do Porto, CEMPRE; Emmanuelle Reynaud, U. Aix-Marselle 3; Marina Dabic, U. of Osijek; Malika Richards, Pennsylvania State U.; Ana Maria Rossi, Clinica De Stress E Biofeedback; Ping Ping Fu, The Chinese U. of Hong Kong; Arunas Starkus, CIBER-Vilnius; Ilya Girson, U. of Westminster; Mahfooz Alam Ansari, U. Science Malaysia; Philip Hallinger, Mahidol U.; Laurie Milton, U. of Calgary/U. of Western Ontario; Christine MinHsun Kuo, Yuan Ze U.; Ho-Beng Chia, National U. of Singapore; Yongjuan Li, Chinese Academy of Sciences; Maria Teresa de la Garza Carranza, Instituto Technologico de Celaya
- Relationships Among Gender, Work Experience and Leadership Experience in Transformational Leadership Jennifer Y. Mak, Marshall U.; Chong W. Kim, Marshall U.
- ©Buried Treasure: Women, Emotional Intelligence Competencies and Invisible Leadership | Margaret M. Hopkins, U. of Toledo; Diana Bilimoria, Case Western Reserve U.; Deborah A. O'Neil, Case Western Reserve U.

1461 © ■: (Paper Session) - (GDO) Beneath the Surface?: **Explaining Gender and Diversity Effects on Financial Success**

10:40am - 12:00pm Hyatt Regency Atlanta: Kennesaw Chair: Gayle Baugh, U. of West Florida

• A Behavioral Study of Pricing Decisions: A Focus on Gender | John W. Slocum, Southern Methodist U.

Does Motivation Matter? Gender, Entrepreneurship and Economic Success | Karen D. Hughes, U. of Alberta

Human Factors and Financial Performance of Law Firms | Asghar Zardkoohi, Texas A&M U., College Station: Michael A. Hitt, Texas A&M U., College Station; Leonard Bierman, Texas A&M U., College Station; Amy M. Chew, Texas A&M U., College

Delineating the Performance Effects of Diversity Between Different Organizational Subgroups | Orlando C. Richard, U. of Texas. Dallas

1462 ■: (HCM) Learning and Improvement in Healthcare: Effects of Structure, Leadership, and Safety Climate

10:40am - 12:00pm Hilton Atlanta: Gwinnett

Chairs: Eitan Naveh, Technion-Israel Institute of Technology; Tal Katz-Navon, Interdisciplinary Center

The Effect of Decentralization on Team Learning, Leadership Behaviors & the Quality of Medical Care | Sarit Rashkovitch, Not Specified; Miriam Erez, Technion U.; Michael Weiner, Not Specified

- Briefing Debriefing: A Reflexive Org. Learning Model from the Military to Enhance the Performance | Dana Rachel Vashdi, Technion U.; Peter Bamberger, Technion-Israel Institute of Technology; Miriam Erez, Technion U.; Ahuva Meilik, Not Specified
- Learning from Errors: The Case of Medication Administration | Anat Drach-Zahavv. University of Haifa: Anit Somech. u of Haifa; Dorit Pud, Not Specified
- Continuous Patient Safety Improvement: The Effects of Safety Programs, Safety Climate, and Autonomy | Eitan Naveh, Technion-Israel Institute of Technology; Tal Katz-Navon, Interdisciplinary Center; **Zvi Stern**, Hadassah Hebrew U. Medical Center

1463: (Paper Session) - (HR) Recruitment and Job Choice 10:40am - 12:00pm Hyatt Regency Atlanta: Hanover B Chair: William Harl Clampitt, Tusculum College Comparing Operationalizations of Person-Organization Fit in

Assessing Job Seeker Decisions | Jennifer Lee Gibson, George Mason U.: Lois Tetrick. George Mason U.: Jackie D Nguyen, George Mason U.; Lisa Howard, George Mason U.

Implications of Recruiting Message and Peripheral Cues on Applicants During Recruitment Efforts | Harvell Jackson Walker, Auburn U.; Hubert S. Feild, Auburn U.; William F. Giles, Auburn U.; Neil Tocher, Auburn U

Positive and negative information early in the recruitment process | Adam M. Kanar, Cornell University

Recruitment to a Virtual Organization: Does a Referral Matter? | Valery Yakubovich, U. of Chicago; Daniela Lup, U. of

1464: (Paper Session) - (HR) Leadership Career Development

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover F Chair: Linn Van Dyne, Michigan State U. Discussant: Michael Wesson, Texas A&M U.

The Competent Production Supervisor: A Model for Effective Performance | Arnaldo Camuffo, U. of Padova; Fabrizio Gerli, U. of Venice

- → Global Leader Effectiveness: Relationships between International Experience and Adaptive Competencies | Soon Ang, Nanyang Business School; Linn Van Dyne, Michigan State U.; Jean Leslie, Center for Creative Leadership
- → Adaptability at the Workplace: Age Matters | Cornelia **Niessen**, University of Konstanz
- Performance Change of Project Managers in Two Situations of Upward Feedback: A Longitudinal Study | Soomyung Jhun, Agency for Defense Development: Zong-Tae Bae, Korea Advanced Institute of Science & Technology

1465 ♥→ •: (HR) HRM in health-care: the role of HR professionals, line managers and top management teams.

10:40am - 12:00pm Hyatt Regency Atlanta: Hong Kong Coordinator: Helen Shipton, Aston U.

Leadership and performance in UK health-care trusts Leadership and performance in UK health-care | Helen Shipton, Aston U.; Michael West, Aston U.

- Going strong: HRM professionals and line managers | Karin Sanders, U. of Twente; Renee de Reuver, Tilburg U.; Luc W. Dorenbosch, Tilburg U.
- trust, psychological safety and employee well being and commitment | Sarah MacCurtain, U. of Limerick; Patrick Christopher Flood, U. of Limerick
- Working without worry | Judy Scully, Aston U.; Helen Shipton, Aston U.

1466 : (Paper Session) - (HR) Dispositional Determinants of Performance

10:40am - 12:00pm Hyatt Regency Atlanta: Singapore *Chair:* **Ceasar Douglas**, Florida State U.

Discussant: Marjorie L McInerney, Marshall U.

Personality and Customer Service Performance:
Disaggregating the Big-Five Personality Model | Richard C.
Peters. Florida Atlantic U.

- P = f(Ability x Conscientiousness): Examining the Facets of Conscientiousness | **Ken Harris**, Indiana U. Southeast; **L A Witt**, University of Houston
- Narcissism in Organizations: An Empirical Look at Managerial Integrity and Effectiveness | Carrie Blair, U. of Tennessee; Brian James Hoffman, U. of Tennessee; Katherine Helland, U. of Tennessee, Knoxville
- ъThe Predisposition to Engage in Interpersonal Deviance at Work | L A Witt, University of Houston; Martha C. Andrews, U. of North Carolina- Wilmington

1467 →: (Paper Session) - (IM) International Management Research Approaches

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam Chair: Maling Ebrahimpour, Roger Williams University Discussant: James H. Biteman, Tulane U.

- → Rethinking Organizational Environments in International Management Research: MNEs & the World Polity | Yves Damoiseau, Louisiana State U.; Bryant A Hudson, U. of South Florida
- → Case Selection Biases in Management Research: The Implications for International Business Studies | Simon Collinson, Warwick U.; Alan M Rugman, Indiana U.
- □ → Using Business Models to Assess the Effectiveness of Firm Internationalization | Stephanie Hurt, Meredith College;

 Marcus James Hurt. EDHEC Business School
- → An Examination of Business Ethics Research in Three Top International Business Journals | Chris Robertson, Northeastern U.; Nicholas Athanassiou, Northeastern U.; Margarita Rayzberg, Northeastern University

1468 →: (Paper Session) - (IM) International Employee-Employer Relations: Turnover, Absenteeism and Unionization

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen *Chair:* **Hsi-Mei Chung**, Department of Business Administration, I-Shou U, Taiwan

Discussant: Kevin E Fox, St Louis University

→ Organizational Determinants of Employee Turnover in Multinationals' Foreign Subsidiaries | B. Sebastian Reiche, U. of Melbourne

- → National Culture and Absenteeism: An Empirical Test | K.

 Praveen Parboteeah, U. of Wisconsin, Whitewater; Helena M.

 Addae, U of Wisconsin Whitewater; John B Cullen,

 Washington State U.
- An Investigation on Trade Union Strategies of Foreign Invested Enterprises in China | **Sunghoon Kim**, Cornell U.
- → The Influence of Culture on Union Membership: A Multinational Comparison | Richard A. Posthuma, U. of Texas El Paso; Michelle Kaminski, Michigan State U.; Anne Berthelot, U. of Texas, El Paso

1469 �→: (Paper Session) - (IM) The Structure of International Business Functions and their Influence on Structure and Investment

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Madrid

Chair: Robert E. Dratwa, University of Phoenix, Graduate School of Business & Management

Discussant: Sofia Tahri, Rijksuniversiteit Groningen

- ₽→ ICT Influence on the Internationalization-Internalization Coupling | Subramanian Rangan, INSEAD; Metin Sengul, INSEAD
- Marketing Mix Standardisation in Multinational Corporations: A Review of the Evidence | Andreas Birnik, Cranfield U.; Cliff Bowman, Cranfield U.
- → Diffusion of ISO 9000 Standards, International Trade, and Foreign Direct Investment | Joseph A. Clougherty, Wissenschaftszentrum Berlin (WZB); Michal Grajek, Wissenschaftszentrum Berlin (WZB)
- → Brand, Entry Mode and Performance | Huanglin Wang, U of Western Ontario; Jean-Louis Schaan, U of Western Ontario

1470 →: (Paper Session) - (IM) Managing Diversity: Cultures and Subcultures

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Stockholm *Chair:* **Robert Ware**. Savannah State U.

Discussant: Cherlyn Skromme Granrose, Berry College

№Local Time Global Change: Differences Between Kenyan
and British Perceptions | Christina Lea Butler, Kingston U.;

Steve Michael Price, Kingston U.

Doug Nigh Award Finalist

- → National Subculture Differences in Social Structures:

 Nigerian Hausa, Yoruba and Ibo Managers | Mark F

 Peterson, Florida Atlantic U.; Abiola Omoyeni Fanimokun,

 Florida Atlantic U; Andrew Mogaji, U of Lagos; Peter B. Smith,

 U of Sussex
- → Diversity Management in East Asia: A Survey of Japanese and Korean Companies | Emiko Magoshi, Obirin U.; Eunmi Chang, Yonsei U.
- ☐ Forms of Capital and Career Benefits of the MBA in China and the UK | Ruth Catherine Simpson, Brunel U.; Jane Sturges, King's College, London U; Adrian Woods, Brunel U.; Pauline Weight, Cranfield U.

1471 →: (Paper Session) - (IM) International Corporate Governance

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Trinidad Chair: Elie Matta, HEC Paris
Discussant: Sally A Baack, San Francisco State U

WEDNESDAY

- → Corporate Governance Reforms and Firm Ownership Jordan Otten, Utrecht School of Economics; Pursey Heugens, RSM Erasmus Univ.: Hans Schenk. Utrecht School of **Economics**
- > \ Do Agency Costs Matter in the Relationship Between State Ownership and Firm Value? | Trien V Le, U. Texas at El Paso: William D Smith, U. Texas at El Paso: Ebetuel Pallares, U. of Texas, El Paso; Mohamed Feras Salama, U. Texas at El Paso
- → Corporate Ownership Structure and Performance in Europe | Tom Kirchmaier, Manchester Business School
- The Corporate Governance of France: Competition Between Financial Market and Innovation System I **Taevoung Yoo**. Birkbeck College, U. of London

1472: (MC) MC Division's Future

10:40am - 12:00pm Hyatt Regency Atlanta: Montreal Facilitator: Susan M. Adams, Bentley College New Paper Title Goes Here. I

1473: (Paper Session) - (MED) Institutional Tensions in the **Business of Management Education**

10:40am - 12:00pm Hyatt Regency Atlanta: Spring

Facilitator: Peggy D. Lee, Pennsylvania State U., Great Valley Discussant: Mary Catherine Meisenhelter. York College of Pennsylvania

- ■Same As It Ever Was: Recognizing Stability in the Business Week Rankings | Frederick P Morgeson, Michigan State U.; Jennifer Nahrgang, Michigan State U.
- Q Q Out of the Frying Pan, Into the Fire: Do Business School Professors Make Good Executive Managers? Patrick J. Murphy, DePaul U.; Bin Jiang, DePaul U.
- ■Some Citation and Usage Indexing Issues for Managers and Management Researchers | JC Spender, Leeds U.; Paul Evans, Emerald Group Publishing; Paul Harrison, Emerald Group Publishing

1474 ■JS: (MED, MC) The Challenge of C-Level Leadership Development: Lessons from Research & **Practice**

10:40am - 12:00pm Hyatt Regency Atlanta: Techwood

Participants: Roger Conway, Center for Creative Leadership; Gina Hernez-Broome, Center for Creative Leadership; Corey Criswell, Center for Creative Leadership; Andrew Kakabadse, Cranfield U.

1475: (Paper Session) - (MOC) Attributional Theory and Organizational Biases

10:40am - 12:00pm Atlanta Marriott Marquis: Imperial - Consulate Examines the bases of judgements about self, others, and social

Facilitator: Arran Caza, U. of Michigan, Ann Arbor

The Role of Subjective Experiences in Evaluations of Self and Others | Eugene M Caruso, Harvard U.

Betting on Your Chances: The Effect of Social Policies on Non-Beneficiaries' Behavior | M. Ena Inesi, Stanford U; Brian Lowery, Stanford U.

Self-Serving Attributions and Burnout Among Service Providers | Dana Yaqil, u of Haifa; Hassida ben Zur, U haifa

1476: (Paper Session) - (OB) Managing the Work-NonWork Boundary

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover E

Chair: Teri Domagalski, Florida Institute of Technology

Discussant: Mary Dana Laird, Florida State U.

The Power of Recovery: It is not Only Good for the Person, it is Good for Performance | Carmen Binnewies, U. of Konstanz; Sabine Sonnentag, U. of Konstanz; Eva J. Mojza, U. of Konstanz

Mood Spillover and Crossover for Dual-Earner Couples: A Cell Phone Event Sampling Study | Zhaoli Song, National U. of Singapore; Maw-Der Foo, U. of Colorado, Boulder; Marilyn **Ang Uy**, National University of Singapore

₽ Boundary Work Tactics: Negotiating The Work-Home Interface | Glen E. Kreiner. U. of Cincinnati: Elaine C. Hollensbe, U. of Cincinnati; Mathew Laurence Sheep, U. of Cincinnati

Winner of OB Division Best Paper Award

1477: (Paper Session) - (OB) Emotions in Organizations

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover G

Chair: Marie T Dasborough, Oklahoma State U. Discussant: Virginia K. Bratton, U. of Melbourne

Perspectives of an Integral Understanding of Emotions in Organisations | Wendelin Merlin Kuepers, U. of Hagen;

Juergen Weibler, U. of Hagen

Emotional Reactions Impacting the Progress and Performance of M&A | Satu Päivi Teerikangas, Helsinki U. of Technology

Attenuating the Relationship between Emotional Effort and Strain: The Role of Emotional Intelligence | Lillis Melita Prati, East Carolina U.; Pamela Perrewe, Florida State U.

1478: (Paper Session) - (OB) Employee Voice and **Participation**

10:40am - 12:00pm Hyatt Regency Atlanta: Lenox

Chair: Jennifer Bowers, Florida Atlantic U.

Discussant: J. Duane Hoover, Texas Tech U.

- © Giving Voice to the "Out Group" with a Little Negative LMX I Kenneth J. Dunegan, Cleveland State U
- How Managerial Autonomy and Decentralization Relate to Downward Consultation and Employee Autonomy | Hettie A. Richardson, Louisiana State U.: Stephanie Case Henagan. Northern Illinois U.; Paul M. Roman, U. of Georgia
- Girardelli, unaffiliated
- Distinguishing Between Silent and Vocal Minorities: Not All Deviants Feel Marginal | Kimberly Rios Morrison, Stanford University; Dale Miller, Stanford U

1479: (Paper Session) - (OB) Antecedents of Job Satisfaction and Workaholism

10:40am - 12:00pm Hyatt Regency Atlanta: Manila Chair: Brooks C. Holtom, Georgetown U.

Discussant: Heather Spence Laschinger, U. of Western Ontario

Situational and Dispositional Antecedents of Global Job Satisfaction: A Ten-Wave Longitudinal Study | Zhen Zhang, U. of Minnesota; Amit Kramer, U. of Minnesota

₱Dispositional Causes of Job Satisfaction: Seeking Complexity in Job as a Mediator I Abhishek Srivastava. West Virginia U.; Edwin A Locke, U. of Maryland, College Park

| Evan John Douglas, Queensland U of Technology; Robyn Joy Morris, Queensland U of Technology

What Does it Mean to "Love Your Job?": Investigating the Construct | Constance Noonan Hadley, Harvard U.

1480 : (Paper Session) - (OB) Value Congruence

10:40am - 12:00pm Hyatt Regency Atlanta: Piedmont

Chair: Melody LaPreze, Missouri State University

Discussant: D. Brent Smith, Rice U.

Person-group fit: A value congruence perspective | Kang Yang Trevor Yu, U. of North Carolina, Chapel Hill; Daniel M Cable, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina

The Value of Value Congruence | Daniel M Cable, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina

Person – Organization Value Incongruence and Psychological Contract Violation and Contract Types | Ayse Tever, Koc U.; Mahmut Bayazit, Koc U.

1481: (Paper Session) - (OB) Emotional Contagion Effects

10:40am - 12:00pm Hyatt Regency Atlanta: Roswell

Chair: Peter J. Jordan, Griffith U.

Discussant: S Douglas Pugh, U. of North Carolina, Charlotte ₱Shared Emotions and Group Effectiveness: The Role of Broadening-and-Building Interactions | Seung-Yoon Rhee. KAIST Graduate School of Management

Winner of OB Division Best Dissertation-Based Paper Award

The Impact of Personality and Transaction Characteristics on the Display of Positive Emotions | Hwee-Hoon Tan, Singapore Management U.; Karen T T Chung, National U. of Singapore

→ A Theoretical Study of Culture and Workgroup Mood Convergence | Wan Yan, U. of Missouri, Columbia

1482: (Paper Session) - (OB) Developing Ties between Individuals and Organizations

10:40am - 12:00pm Hyatt Regency Atlanta: University

Chair: Scott Jeffrey, U. of Waterloo

Discussant: Lisa Schurer Lambert, Georgia State U.

- ■The Role of Corporate Reputation in Propelling Employee Pride and Commitment | Sabrina Verena Isabel Helm, Witten/Herdecke U.
- → Identification as a Mediator of the Leadership-Commitment Relationship: A Multilevel Study | Michael S. Cole, U. of St. Gallen; Stephan Alexander Boehm, U. of St. Gallen
- → Organization-Employee Ties: Examining Antecedents and Outcomes of Perceived Insider Status | Cynthia Lee, Northeastern U.; Samuel Aryee, Aston University; Zhen Xiong Chen, Australia National University

1483: (Paper Session) - (OB) Organizational Identification

10:40am - 12:00pm Hyatt Regency Atlanta: Vancouver Chair: Jason Stoner, Florida State U.

Discussant: Suzanne S. Masterson, U. of Cincinnati

- Organizational Identification: Dimensional Testing of a Theoretically Driven Six-Item Scale | Martin R. Edwards. Kings College, University of London; Riccardo Peccei, King's College, U. of London
- The Influence of Organizational Identification and Identity-Congruent Behaviors on Knowledge Sharing I Fabiola Bertolotti, U. of Modena and Reggio Emilia; Elisa Mattarelli, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, Bologna

Generalizing Relational Identification to and from Organizational Identification | David M. Sluss, University of South Carolina

Measuring Individuals' Need for Identification: Scale Development and Validation | Melissa Mayhew, U. of Queensland

1484: (Paper Session) - (OB) Developing Roles and Relationships within Organizations

10:40am - 12:00pm Hyatt Regency Atlanta: Vinings Chair: Marie Wilson. U. of Auckland

Discussant: Isabel C Botero, Illinois State University

The Role of Proactive Personality and Behaviors on Social Exchange Relationships in the workplace | Robert C Liden, U. of Illinois, Chicago; Raymond T Sparrowe, Washington U. in St. Louis; Berrin Erdogan, Portland State U.; Monica C. Gavino, Saint Xavier University; John M Maslyn, Belmont U.

- Examination of the Trust Process in Newcomers: A Longitudinal Investigation | Sarah Sorenson, U. of Northern lowa; Theresa M. Glomb, U. of Minnesota
- Effects of Social Identity Conflict on Ambivalence Regarding and Adoption of New Role Behavior | David R. Hekman, U. of Washington; H Kevin Steensma, U. of Washington; Gregory A. Bigley, U. of Washington

1485: (Paper Session) - (OCIS) IT and the Representation of **Events, Work and Self**

10:40am - 12:00pm Atlanta Marriott Marguis: International 1 Chair: Scott Russel Boss, ITESM/U. of Pittsburgh Discussant: N L Reinsch, Georgetown U.

Information Technology and the First-Line Manager's Dilemma | Joao Cunha, U.Nova De Lisboa

Technology & Information as Virtual Theatre: Impression Management in Virtual Environments | Ravi Shanker Gajendran, Pennsylvania State U; Dennis A Gioia, Pennsylvania State U.

The Presence of Information Overload within Organizations: Coping with Information Overload | Suzanne de Bakker, U. of Nijmegen

1486 ⊕→ ●JS: (OCIS, TIM, BPS) Managing User Communities

10:40am - 12:00pm Atlanta Marriott Marguis: International 5

Chair: Sonali K. Shah, U. of Illinois, Urbana-Champaign

Hybrid Models of Innovation – Combining the Virtues of Open Source and of Property Rights? | Philip Mayrhofer, Center for Digital Technology and Management; Dietmar Harhoff, U. of Munich; Marc Jokisch, BMW Group

Collaborative Innovation: Web-Based Tools for Customer Involvement in New Product Development | Gianmario

- Verona, Bocconi U.; Mohanbir Sawhney, Northwestern U.; Emanuela Prandelli, Bocconi U.
- Collective Customer Commitment: Utilizing User Communities to Evaluate New Products | Frank T. Piller, Massachusetts Institute of Technology; Susumu Ogawa, Kobe U.
- The Secret to Successful User Communities: An Analysis of Computer Associates' User Groups | Celine Schulz, U. of Munich
- Managing the Underground: Manufacturers and Contrary User Communities | Ethan Mollick, Massachusetts Institute of Technology

Participant: Marc Jokisch, BMW Group

1487 ♥→: (Paper Session) - (ODC) Organizational Culture **Change Processes**

10:40am - 12:00pm Hilton Atlanta: Carter Chair: Deborah J. Barrett. Rice U.

Discussant: Yue Cai, New Mexico State U

₽ Culture and Organisational Improvisation: Some Conceptions informed by UK Financial Services | Steve Levbourne. Plymouth U.

Winner of ODC Division Rupert F. Chisholm Best Theory to **Practice Paper**

- Culture, Power Sharing, and Organizational Performance: Saudi Arabia in Comparative Perspective | Khalid Othman Alyahya, Arizona State U.
- Did The Organizational Culture Really Change? Show Me The Data! | Karen S. Whelan-Berry, Utah Valley State College; Patricia L Alexander, Texas Wesleyan U.
- Is the People's Republic of China Ready for Western O.D.?: A Study of Chinese Change Case Studies I Thomas C Head, Roosevelt U., Chicago-Schaumburg; Therese F Yaeger, Benedictine U.

1488 : (Paper Session) - (ODC) In-Depth Case Studies in Change

10:40am - 12:00pm Hilton Atlanta: Jackson

Chair: Cynthia Jane Bean, U. of South Florida Discussant: Mark Hillon, U. of Central Oklahoma

- Legacy Identities during Organizational Change: The Case of an Enron Subsidiary | Thomaz Wood Jr., Escola de Administração de Empresas de São Paulo; Miguel Caldas, Loyola U. New Orleans
- Survivors' Perceptions of the New World: A Case-Study | Kusum Sahdev, ODRL
- The Contextual and Processual Nature of Organisational Change: A Case Study | Shahnaz Naughton, The University of Melbourne; Philip Bohle, U. of NSW
- Human Element in DoD's Transformation | Ruth Scogna Wagner, Fielding Graduate U.

1489: (Paper Session) - (OM) International Operations Management

10:40am - 12:00pm Atlanta Marriott Marquis: Rio Grande & MacKenzie Chair: Ely Laureano Paiva, UNISINOS

International Growth Strategies: A Comparative Analysis of Manufacturing and Service Firms | Ravi Kathuria, Chapman U.; Maheshkumar P Joshi, George Mason U.; Stephanie Dellande, Chapman U.

- Interrelated Decision | Julio María Loppacher, Austral U.: Raffaella Cagliano, Politecnico di Milano; Gianluca Spina, Politecnico di Milano
- Patterns of Manufacturing Cell Adoption in Brazil and the Adopters' Performance | Antonio Virgilio Bittencourt Bastos, UFBA; Elizabeth Loiola, UFBA; Jorge Santos Néris, UFBA; João Carlos Teixeira, UFBA

1490 €→: (Paper Session) - (PNP) Contracts, Privatization & **Organizational Collaboration**

10:40am - 12:00pm Hilton Atlanta: Monroe

Chair: Kimberley Roussin Isett, Columbia U.

- **№** Experiential Learning and the Evolution of Outsourcing in a State Transportation Agency | Branco Leonidov **Ponomariov**. Georgia Institute of Technology: **Gordon** Kingsley, Georgia Institute of Technology
- Beyond the Contract: Informal Partnerships as "Dark Matter" in Privatization Research | Beth Gazley, Indiana U., Bloomington
- The Adaption of Market Orientation: An Empirical Study of Newly Privatized Organizations | Leslie Tworoger, Nova Southeastern U.; Kathleen Voges, Texas A&M U., Kingsville
- Strategic Decision Making and Strategy Development in the Public Sector and Non-For-Profits | Fiona Helen Gorton, Manchester U.

1491: (Paper Session) - (SIM) Ethical Dimensions of Global Supply Chains

10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom B & E Chair: Daniel Greening, U. of Missouri, Columbia

- Social and Environmental Issues and the Global Supply Chain: Efficiency Meets Responsibility | Michael V. Russo, U. of Oregon; Anne Parmigiani, U. of Oregon
- Results from the 2004 Business for Social Responsibility Supply Chain Social Compliance Survey | Matthew Hirschland, Business for Social Responsibility: Lisa Kantor. Business for Social Responsibility
- → Advancing Fair Trade through Supply Chain Disintermediation: Ethical and Economic Perspectives | Jonathan P Doh, Villanova U.

1492: (Paper Session) - (SIM) Organizational Corruption 10:40am - 12:00pm Hilton Atlanta: Douglas

Chair: Elizabeth D Scott, Eastern Connecticut State U.

- ■Weber's Authority and Corruption: Antecedents. Mechanisms, and Consequences | Abhileet K. Vadera, U. of Illinois, Urbana-Champaign
- The Organization of Corruption: Insights from Institutional Economics | Bryan W Husted, Tecnológico de Monterrey/Instituto de Empresa; James A. Robins, Singapore Managent University, School of Business
- The Organizational Dynamics of Corruption: Toward an Understanding of Downward Spirals. | Niki den Nieuwenboer, Erasmus U. Rotterdam; Muel Kaptein, RSM Erasmus Univ.
- Integrity: Clearing the Conceptual Confusion | Michael E. Palanski, Binghamton U.

1493 : (Paper Session) - (TIM) Technology, Teams, and Change

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo

Chair: Emmanuel A. Abegunrin, Capella U. Discussant: Aimee Kane, New York U.

Understanding problems in ES Implementation Projects:
Critical Success Factors and Situated Learning | Sue

Newell, Bentley College; Gary David, Bentley College

- ■Team Absorptive Capacity and the Quality of Innovations: A Multi-level, Multi-dimensional Analysis | Louise Anne Nemanich, Arizona State U.; Robert T Keller, U. of Houston; Dusya M. Vera, U. of Houston
- → The Effects of Social Networks on Worker's Adaptation to a Major Technology Change | Sebastian Bruque, U. of Jaen; Jose Moyano, U. of Jaen; Jacob Eisenberg, U. College Dublin

1494 : (Paper Session) - (TIM) Radical Product Development
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Riviera

Chair: Jongwook Kim, Western Washington U.

Discussant: Uzi De Haan, Technion-Israel Institute of Technology

- ■Promotors or Project Managers? Role Models for Radical Innovations | Hans Georg Gemuenden, Berlin U. of Technology; Soeren Salomo, Karl-Franzens U., Austria; Katharina Hoelzle, Berlin U of Technology; Christopher Ulrich Lettl, Berlin U of Technology
- An Evolutionary Process Theory of Radical Product Development: Concepts as Coordination Totems | **Victor Seidel**, U. of Oxford
- Achieving the Threshold Between Set-Based and Point-Based New Product Development Strategies | Alceu Salles Camargo Jr, Faculdade de Economia, Administração e Contabilidade da U. de São Paulo; Abraham Sin Oih Yu, Faculdade de Economia, Administração e Contabilidade da U. de São Paulo

1495 : (Paper Session) - (TIM) Customer-Driven Innovation II
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Daniel Robeson, Rensselaer Polytechnic Institute
Discussant: Jorge A. Colazo, U. of Western Ontario
₱Radical Incrementalism: Factoring Customer Use into
Technological Change | Steve J. Kahl, Massachusetts
Institute of Technology; JoAnne Yates, Massachusetts Institute
of Technology

TIM Division Best Student Paper Award Finalist Stephan Schrader Best Paper Award Finalist

Why Do Users Innovate? A Transaction Cost Economics Perspective | Allan N Afuah, U. of Michigan; Bettina Lynda Bastian, Ecole Polytechnique Fédérale de Lausanne; Marcel Bogers, Ecole Polytechnique Fédérale de Lausanne

The Analogous Market Effect: How Users from Analogous Markets Can Contribute to Idea Generation | Marion Kristin Poetz, Vienna U. of Economics and Business Administration; Nikolaus Franke, Vienna U. of Economics and Business Administration

1496 : (Paper Session) - (TIM) Strategy, Technology and Innovation III

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - South Hampton Chair: Joan Ernst Van Aken, Eindhoven U. of Technology

Discussant: Eytan Lasry, York U.

- ◆→ Contingency View of the Performance Effect of Technological Differentiation in an Economic Downturn | Hsueh Liang Wu, National Cheng Kung U.
- The Research on the Influence Factors for Fitness between Technology Strategy and Corporate Strategy | Jin Chen, Zhejiang U.; Yubing He, Zhejiang U.; Wei Yao, Zhejiang

Firm Innovativeness:An Empirical Study of Strategic and Operational Factors Driving NPD Decisions | Giulia Calabretta, ESADE; Boris Durisin, Bocconi U.



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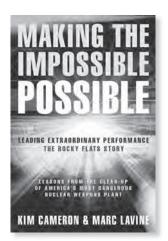


365 Section E

Making the Impossible Possible

Leading Extraordinary Performance
—the Rocky Flats Story
Lessons from the Clean-Up of America's
Most Dangerous Nuclear Weapons Plant

Kim S. Cameron, University of Michigan, and Marc Lavine, Boston College



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—Bill Torbert, author of Action Inquiry: The Secret of Timely and Transforming Leadership

im Cameron and Marc Lavine investigate and explain the spectacularly impossible success of the shutdown and clean-up of Rocky Flats, one of the most notorious nuclear weapons plants in the United States. The government estimated that it would take 70 years and \$36 billion dollars to clean up and close Rocky Flats. Instead, the clean up was completed 60 years ahead of schedule, \$30 billion dollars under

budget, and achieved 13 times better-than-federal-standards. Using extensive first-hand accounts, and applying the proven theoretical framework of the Competing Values Model, Cameron and Levine explain how this stunning performance was achieved—and in doing so, provide a means for other organizations to harness the lessons of this astonishing success.

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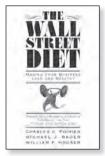
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- 6. Key Enablers—Stability, Discipline, and Process Control
- 7. Key Enablers—Relationships, Human Capital, and Collaborative Culture
- 8. Key Enablers—Politics, Incentives, and Rigorous Performance Standards
- 9. Leadership Principles for Spectacular Performance



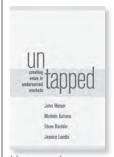
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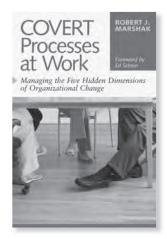
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Covert Processes at Work

Managing the Five Hidden Dimensions of Organizational Change

Robert J. Marshak, American University, Foreword by Ed Schein, MIT

rganizational change initiatives often fail because they focus exclusively on the rational, overt aspects of change, overlooking the powerful role played by concealed, irrational factors. It's well known that these covert processes—things like hidden agendas, blind spots, office politics, tacit assumptions, secret hopes, wishes and fears—frequently sabotage change efforts, but up until now nobody has offered a rigorous, consistent, way of identifying and dealing with them.



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also provides ways of assessing them and dealing with them."

—From the foreword, by Edgar H. Schein, Professor of Management Emeritus, Massachusetts Institute of Technology

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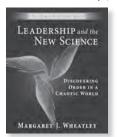
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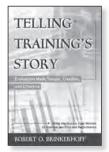
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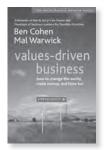


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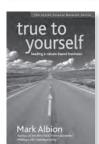


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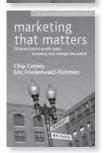
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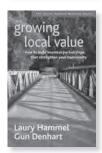


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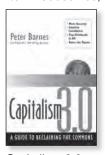
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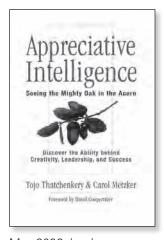
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Tojo Thatchenkery, George Mason University and Carol Metzker Foreword by David Cooperrider, Case Western University

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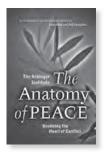
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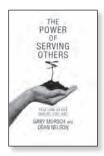
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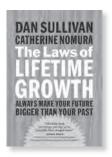
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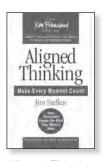
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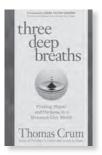
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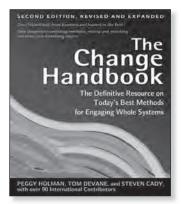
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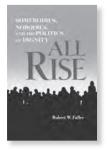
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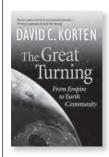
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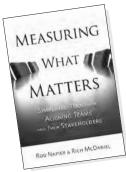


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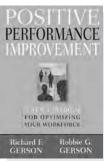
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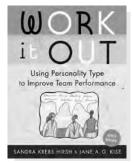


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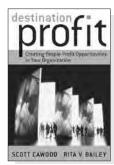
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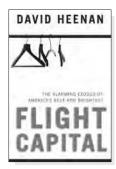
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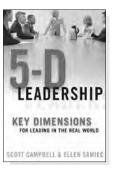
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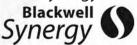
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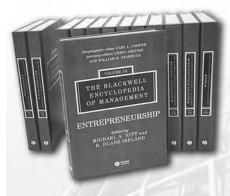


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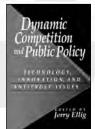
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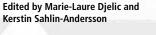
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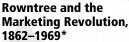


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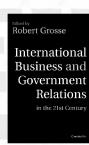
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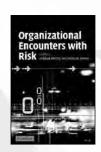
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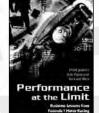


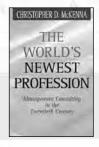


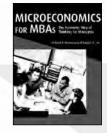












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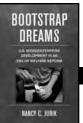
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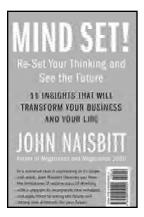


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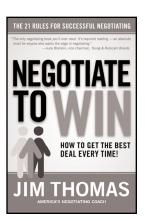
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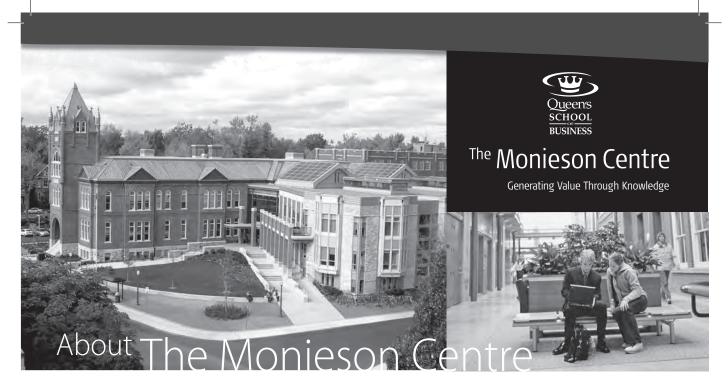
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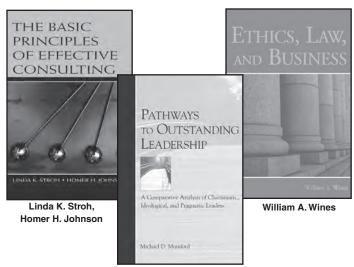
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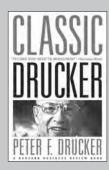
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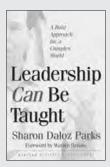
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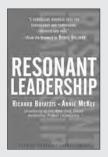
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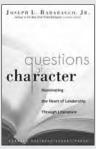
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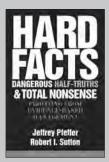
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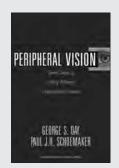
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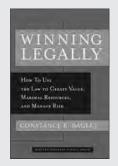


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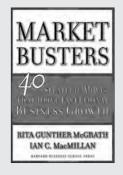
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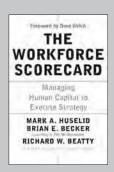
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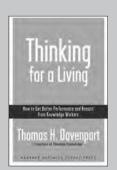
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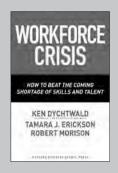
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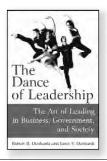
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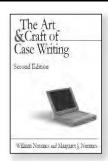
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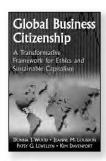
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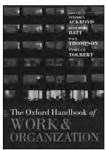
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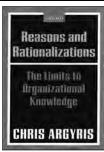
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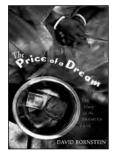
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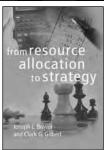
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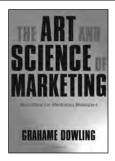
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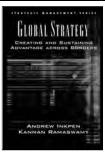
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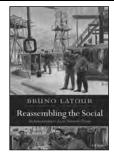
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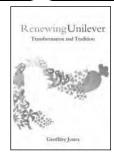


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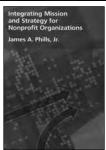
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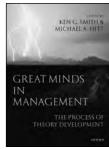
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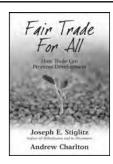


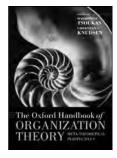
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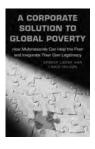
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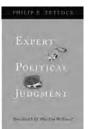
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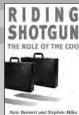
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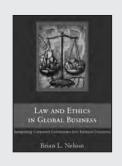
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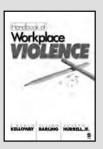




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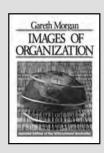


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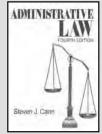


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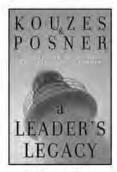
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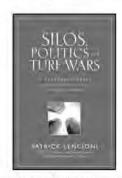
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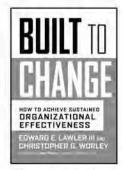
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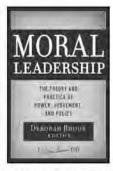
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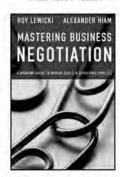
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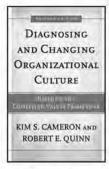
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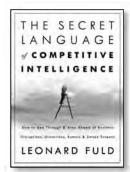
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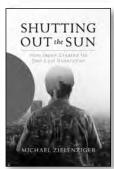
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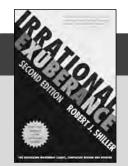
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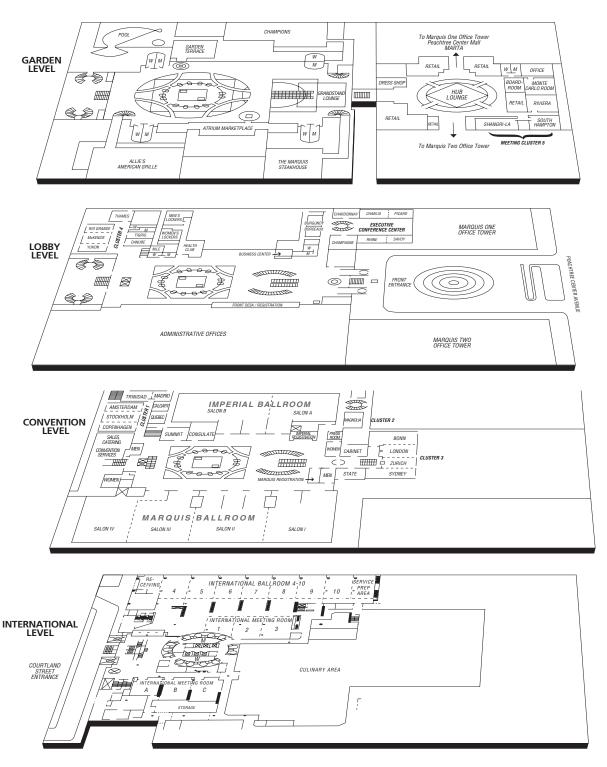
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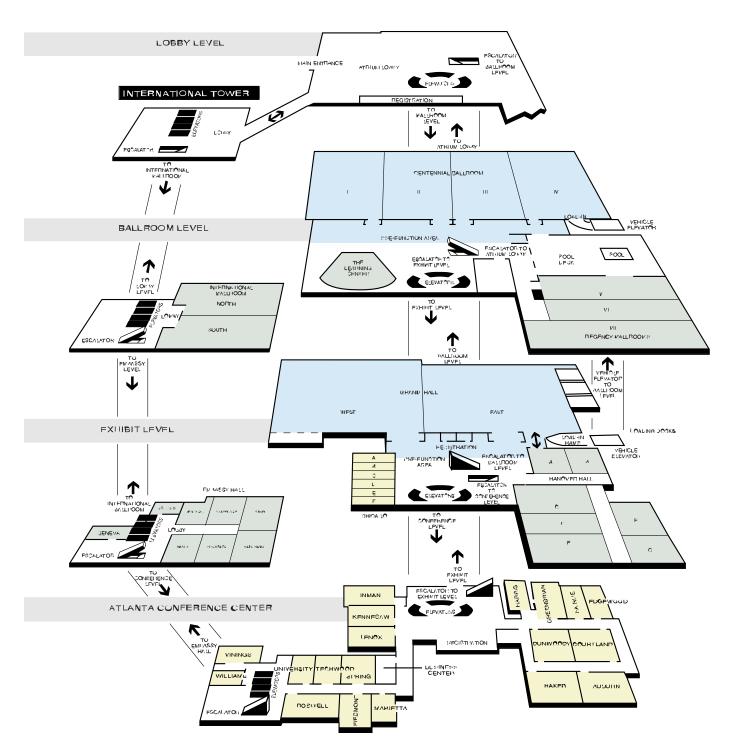
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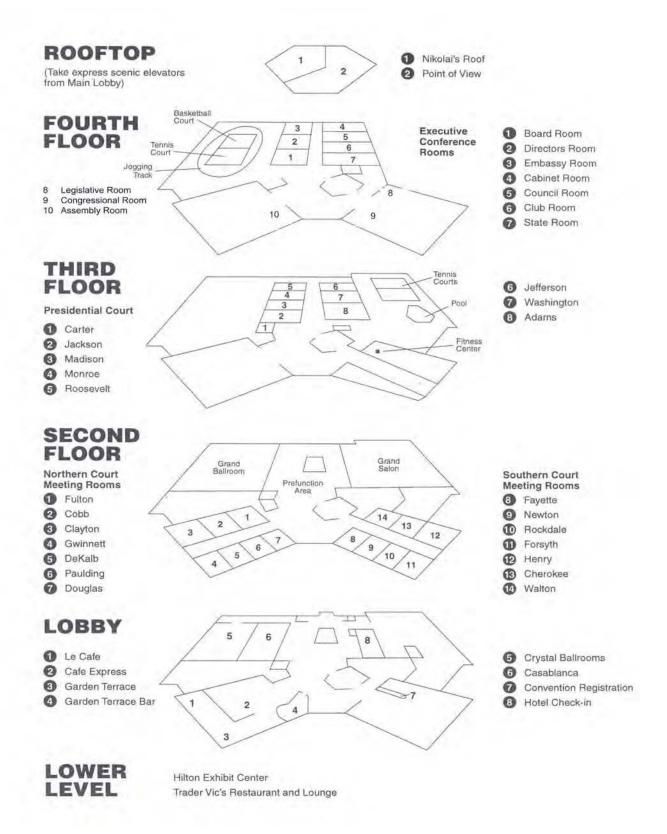
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Notes



Abbreviations used in the Program Guide

Other Abbreviations

Divisions & Interest Groups		
BPS	Business Policy & Strategy	
CAR	Careers	
CM	Conflict Management	
CMS	Critical Management Studies	
ENT	Entrepreneurship	
GDO	Gender & Diversity in Organizations	
HCM	Health Care Management	
HR	Human Resources	
IM	International Management	
MC	Management Consulting	
MED	Management Education & Development	
MH	Management History	
MSR	Management Spirituality & Religion	
MOC	Managerial & Organizational Cognition	
OM	Operations Management	
OMT	Organization & Management Theory	
ODC	Organization Development & Change	
OB	Organizational Behavior	
OCIS	Organizational Communication & Information	
Systems		
ONE	Organizations & the Natural Environment	
PNP	Public & Nonprofit	
RM	Research Methods	
SIM	Social Issues in Management	
TIM	Technology & Innovation Management	

AAA	All Academy Activities
AAC	Affiliate Activities & Committees
AAM	Asia Academy of Management
AAS	All Academy Symposia
ART	Academy Arts
CAU	Caucuses
IAM	Iberoamerican Academy of Management
ICW	In Conjunction With Activities
IP	Interactive Papers
ITC	International Theme Committee
JS	Joint Symposia
MEN	Mentoring Committee
NDSC	New Doctoral Student Consortium
PTC	Practice Theme Committee
SHCS	Showcase Symposia
TTC	Teaching Theme Committee
-	Affiliation Not Available/Not Specified

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Symbols		
	Theme-oriented paper or session	
③	Visual Presentation	
	Teaching-oriented paper or session	
\odot	Management Practice-oriented session	
>	International-oriented session	
þ	Selected for Best Paper Proceedings	



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