



# 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 **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.

Friday Afternoon, August 5, 2005	
	100 130 200 230 300 330 400 430
EM: Overview	10 HJ: Paper Session
EM: La Gallesse 5	5 EMT: New Faculty Connection
MT: La Gallesse 6	6 EMT: Student Connection
MT: Marsh Grass Salon 5	17 GDO: GDO Doctoral Consortium
MT: Presentation Hall Studio 7	13 RMHR: Maui Local Analysis
MT: Presentation Hall Studio 8	14 RMHR/CMS: Research Priority
MT: St. Charles Suite	14 SGT: Student Government Meeting
OE: Hospitality Center	7 HJ: Tourism Heritage Center
OE: Louisa Bayou	10F: Environmental Policy Trip
OE: Searcy & Pincason	10 M: Division Activities
PC: Atlanta	24 MED/CAR/GDO: Our First Years
PC: La Salle	23 FIC: Future At The Academy
PC: Union Terrace 4	9 MED and concurrent: Plenaries

### 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.

Business Policy & Strategy			
Program Chair: Anita McGahan, Boston U.			
Professional Development Workshop Chair: Russell Coff, Emory U.			
Day	Start	#	Location
Fri	8:00am	3	HH South Pacific 3
	1:00pm	7	CC Room 301B
		12	CC Room 305B
		14	CC Room 313B
		21	SH Maui Ballroom
	2:00pm	26	HH Sea Pines Suite 3-4
	3:00pm	30	CC Room 317A
	3:30pm	33	CC Room 309B
	6:30pm	54	CC Room 308 (A&B)

### 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 **☉** next to the session number indicates that the session is theme-oriented. 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.*

FRIDAY

**☉ SPDW: (ICAR 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

737-0421     **Allatta, Joan Teresa**(Upenn, The Wharton School)  
 a **534**,     (215) 898-6598 allatta@wharton.upenn.edu **657**

ampaign) 217     **Allen, Belinda C.**(U. of Melbourne) 61-3-834-43707  
 allenbc@unimelb.edu.au **623, 984**

63-1591     **Allen, David B.**(Instituto De Empresa)  
 david.allen@ie.edu **1132**

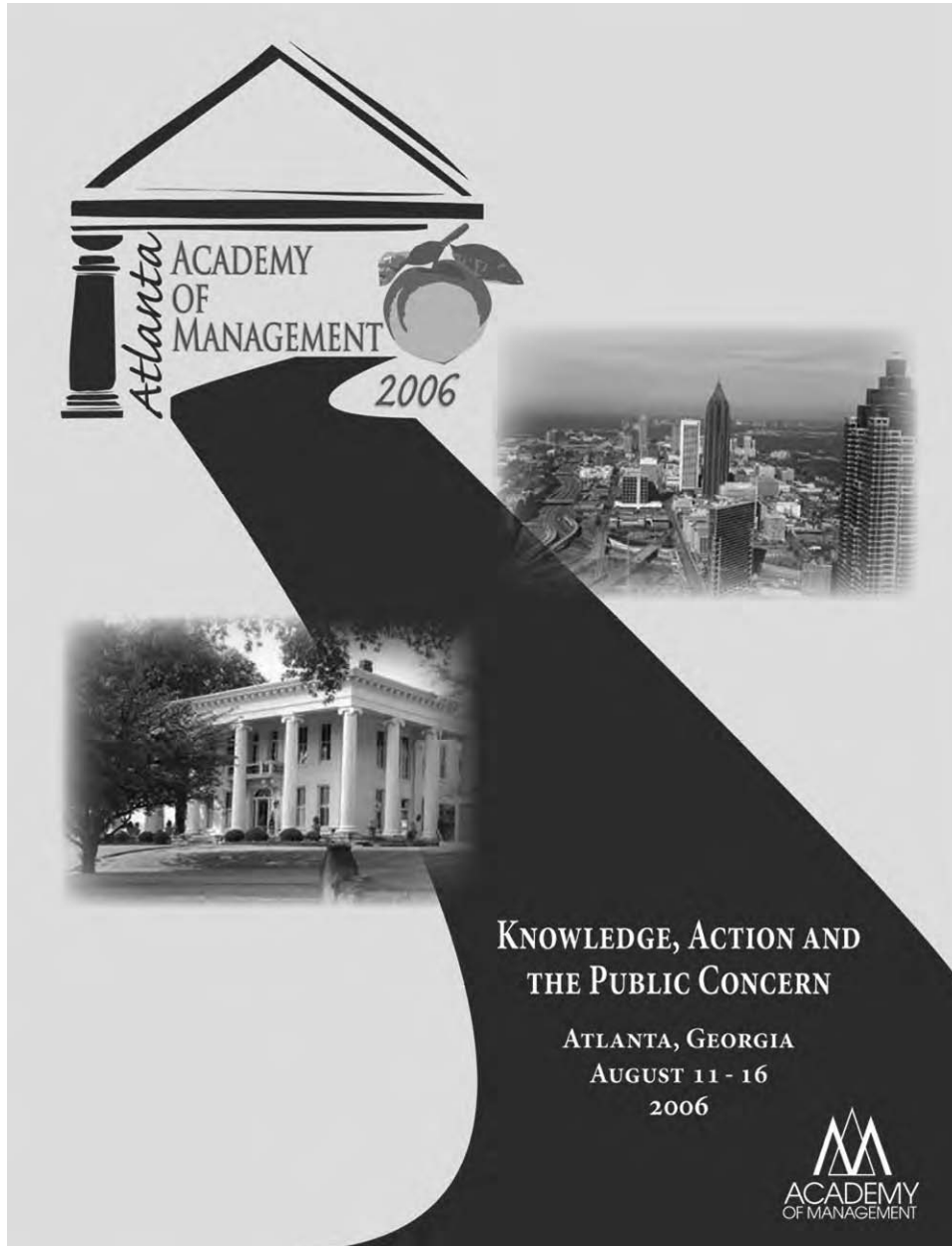
A

### 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

Front Cover & Program Design: Roxanne Dybevic  
Back cover photo by Janet A. Thompson

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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 66<sup>th</sup> 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?

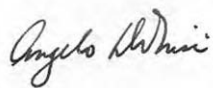
At the 2006 AOM meetings in Atlanta, Georgia, please join your friends and colleagues from around the world and engage in the discussion involving the interplay of Knowledge, Action and the Public Concern. In the words of the world famous, Professor Albus Dumbledore, "*It is our choices, Harry, that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



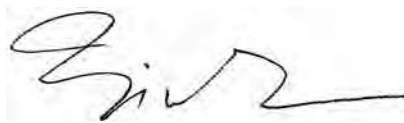
Thomas W. Lee  
2006 Program Chair



Janet A. Thompson  
2006 Program Coordinator



Angelo DeNisi  
2006 PDW Chair



Jimmy Le  
2006 Program Coordinator

# Academy Program Highlights

## 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

Philanthropy 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.

# Academy Program Highlights

## 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,

# Academy Program Highlights

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-



# Academy Program Highlights

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 showcases three papers that begin the task of articulating the meaning, dynamics, antecedents, and outcomes of this sense-making 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

# Academy Program Highlights

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!

# Academy Program Highlights

## 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!

# Academy Program Highlights

## **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](mailto: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 21<sup>st</sup> 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



# Academy Program Highlights

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) led 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), co-authored 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

# Academy Program Highlights

## 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.

# Academy Program Highlights

## 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 Mezas, 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

# Academy Program Highlights

titled: *"On the Interface between Research and Practice: Experiences in Executing Engaged Research"*. Finally, OMT will continue to hold its ever-popular OMT social hour, including the release of this year's 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



# Academy Program Highlights

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 Marriott 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

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Susan Zaid

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## **Interactive Papers Chair**

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## **Visual Village Chair**

Xin (Eva) Yao

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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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Veronica Howell

Soo-Hoon Lee

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# Meet the Meeting Planners

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Co-Program Coordinator.....	Janet A. Thompson, U. of Washington
Co-Program Coordinator .....	Jimmy Le, Academy of Management
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Local Arrangements Committee Co-Chair.....	Erich Brockmann, U. of New Orleans
All-Academy Symposia Chair.....	Terry Mitchell, U. of Washington
Interactive Papers Chair .....	Phillip Phan, Rensselaer Polytechnic Institute
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International Theme Committee.....	David Lamond, Sydney Graduate School of Management
Past Program Chair.....	Ken G. Smith, U. of Maryland
Past Program Coordinator .....	Qing Cao, U. of Maryland
Web Program Support .....	Matthew Suppa, Academy of Management
Web Program Support.....	Bret Hilton, Academy of Management
Meeting Operations.....	Taryn Fiore, Academy of Management
Registrar.....	Jel Hampson, Academy of Management

## The Local Arrangements Committee

Local Arrangements Committee Co-Chair.....	William Galle, U. of New Orleans
Local Arrangements Committee Co-Chair.....	Erich Brockmann, U. of New Orleans
LAC Support .....	Greg Washington, American InterContinental U.
LAC Support .....	Henry Moon, Emory U.
LAC Support .....	Lucy A. Newton McClurg, Georgia State U.
LAC Support .....	Maryann T. Wysor, Georgia State U.
LAC Support .....	Jack Huddleston, Capella U.

## AOM Headquarters Staff

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Cristian Cano .....	Student Assistant
Ruth Chan.....	Financial Assistant
Heather Crowe .....	Financial Manager
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Jel Hampson .....	Registrar, Member Services Assistant
Bret Hilton .....	Technical Specialist
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Alina Matei.....	Database Developer/Programmer
Matthew Suppa .....	Assistant Director, Information Technology
Nancy Urbanowicz .....	Executive Director
Susan Zaid.....	Communications Specialist





# 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](mailto: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](http://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](http://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](http://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](http://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](http://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 reached 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](http://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](http://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.

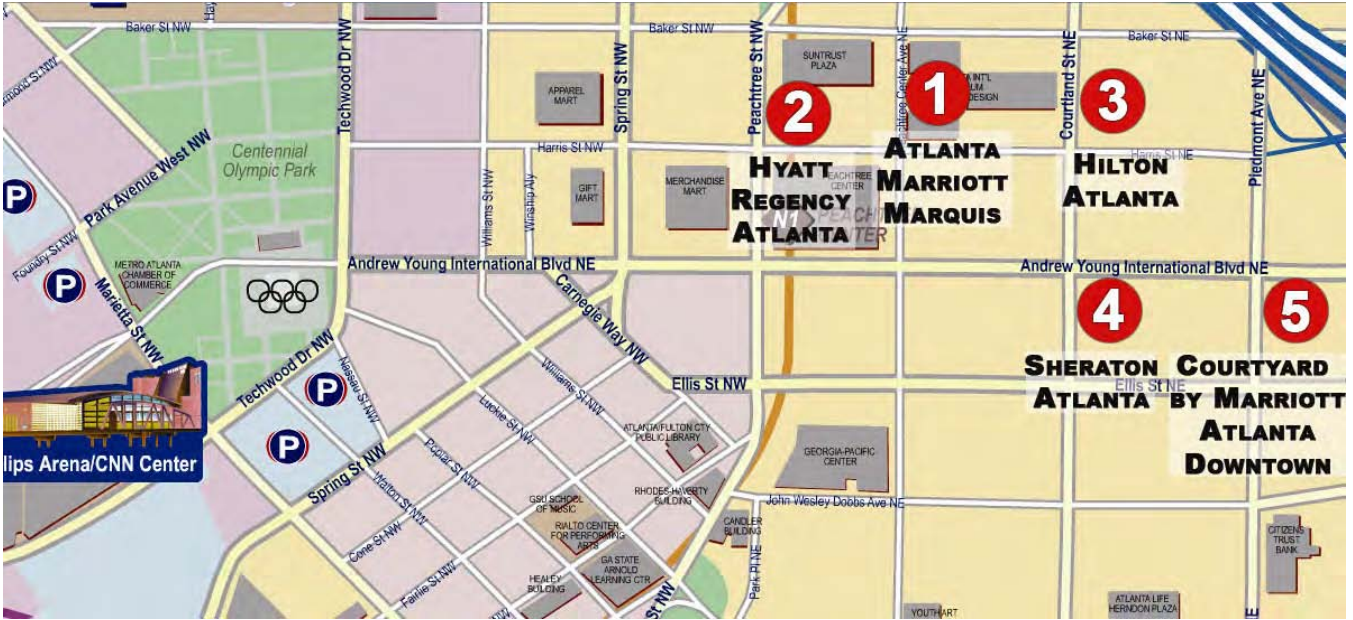
Speaking for all members of the Local Arrangements team for Atlanta, we hope to make your visit an enjoyable one! We stand ready to assist you in any way in planning your trip to Atlanta.

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	
<b>1</b>	<b>Atlanta Marriott Marquis</b> 265 Peachtree Center Avenue Atlanta, GA 30303	<i>Co-Headquarters Hotel</i>
<b>2</b>	<b>Hyatt Regency Atlanta</b> 265 Peachtree Street, NE Atlanta, GA 30303	<i>Co-Headquarters Hotel</i>
<b>3</b>	<b>Hilton Atlanta</b> 255 Courtland Street, NE Atlanta, GA 30303	
<b>4</b>	<b>Sheraton Atlanta</b> 165 Courtland Street Atlanta, GA 30303	
<b>5</b>	<b>Courtyard by Marriott Atlanta Downtown</b> 175 Piedmont Avenue Northeast Atlanta, GA 30303	



# 2006 Academy of Management Annual Meeting Sponsors

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University of Southern Mississippi, College of Business  
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## The Academy of Management also Extends Appreciation to these Non-Event Conference Sponsors

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(*Sponsor of Hotel Key Cards*)

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University of Southern Mississippi, College of Business  
(*Sponsor of Complimentary Pens and Note Pads in Conference Registration Area*)

### Platinum Sponsor

#### **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 non-traditional 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 most advanced proprietary Web teaching software
- Multiple in-person classroom teaching locations in the Maryland, Washington, DC metropolitan area, and overseas
- 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](http://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](http://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 50<sup>th</sup> 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](http://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](http://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 21<sup>st</sup> 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](http://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](http://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) is 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, *BusinessWeek* 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 BusinessWeek.com, the preeminent provider of daily, essential business news, information, and services, *BusinessWeek* 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](http://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 values-centered 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-of-the-art education in the field. Built on a more than 25-year history of successful graduate-level OD education, this program is intended for those persons with extensive experience, who currently hold responsible positions either in the field of 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 21<sup>st</sup> 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:

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

For complete information, please contact Dr. GERALYN McClure Franklin, AOM Director of Sponsorships, at [geralynf@aol.com](mailto: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) is 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 elTarabishy, 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 International.....	336	Harvard Business School Publishing ....	115, 117, 119	Praeger/Greenwood Publishing Group.....	210
Ashgate Publishing Company .....	136	Houghton Mifflin Company...120, 122		Prentice Hall .....	307, 309, 311
Aspen Institute of Business & Society Program .....	329	Human Relations.....	107	Princeton University Press.....	206
Berrett-Koehler Publishers,Inc.315,317		Information Age Publishing, Inc....236		Random House, Inc. ....	131, 133
Beta Gamma Sigma.....	207	INFORMS.....	110	Routledge/Taylor & Francis Books, Inc. ....	102, 104
Blackwell Publishing.....	214, 216, 218	Innovating Learning Solutions230, 232		Sage Publications .....	101, 103, 105
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California Management Review .....	313	Ivey Publishing .....	106	SimuLearn, Inc.....	100
Cambridge University Press.....	310	Kogan Page .....	128	Society for Human Resource Management .....	318, 219
Center for the Advancement of Research Methods & Analysis....	130	Lawrence Erlbaum Associates, Inc .....	330, 332	South-Western Publishing, A Part of The Thomson Corporation .....	300, 302, 304
Changing Nature of Work Videos .323		LINKS-simulations.com.....	325	Springer.....	334
Darden Business Publishing ...312, 314		Management Simulations, Inc. ....	108	Standard & Poors .....	135, 137
Davies-Black Publishing.....	306	Marsh Publications LLC .....	327	Stanford University Press.....	212
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Elsevier Inc. ....	132, 134	M.E. Sharpe, Inc.....	111	Wall Street Journal.....	235
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Experiencepoint.....	234	Oxford University Press .....	231, 233	XanEdu/K&K Administrative Solutions.....	301, 303
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# 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.

## 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.

## Monday, August 14

Hours: 9:00 a.m. – 5:00 p.m.

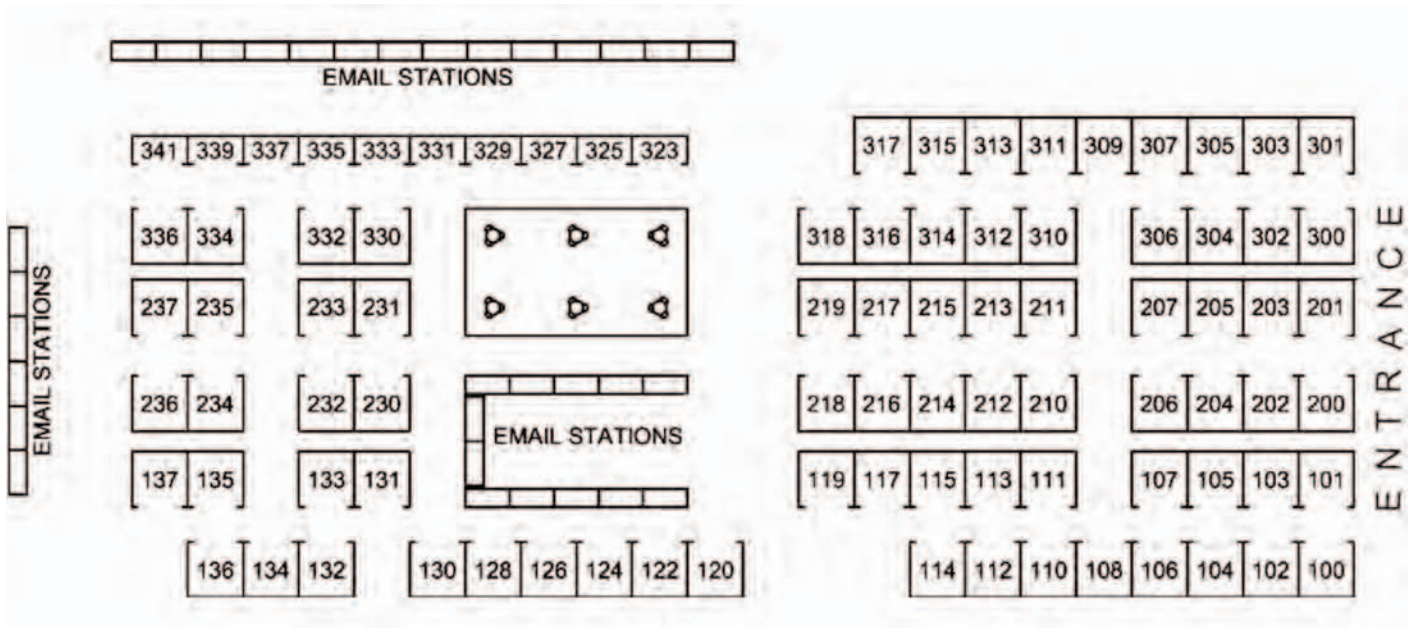
Breaks: 10:15 a.m. – 10:45 a.m.

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

2:45 p.m. – 3:15 p.m.

(Sponsored by: Wiley)

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.aonline.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 pre-register for placement services online at <http://careers.aonline.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.aonline.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:

- |  |  |   |
|--|--|---|
| <p><b>BPS</b><br/><i>Acquisitions of Private Versus Public Firms: The role of Private Information on Acquirer Returns</i><br/>Jung-Chin Shen, York U.</p>  | <p><b>MOC</b><br/><i>An Attributional Theory of Convergent Thinking in Groups</i><br/>Jack Anthony Goncalo, Cornell U.</p>   | <p><b>ONE</b><br/><i>Path to Sustainability of Spanish Utilities: a Study of Sustainable Initiatives and Capabilities</i><br/>Serge Poisson De Haro, IESE Business School</p> |
| <p><b>GDO</b><br/><i>Avoiding the Appearance of Favoritism in Evaluating Others: The Impact of Status and Distinctiveness</i><br/>Denise Lewin Loyd, Massachusetts Institute of Technology</p>       | <p><b>OB</b><br/><i>Shared Emotions and Group Effectiveness: The Role of Broadening-and-Building Interactions</i><br/>Seung-Yoon Rhee, KAIST Graduate School of Management</p> | <p><b>PNP</b><br/><i>Beyond the Contract: Informal Partnerships as "Dark Matter" in Privatization Research</i><br/>Beth Gazley, Indiana U., Bloomington</p>                   |
| <p><b>HR</b><br/><i>Testing a New Orientation Program: A Longitudinal Field Experiment</i><br/>Jinyan Fan, Hofstra U.</p>  | <p><b>OCIS</b><br/><i>Information Technology and the First-Line Manager's Dilemma</i><br/>Joao Cunha, U.Nova De Lisboa</p>   | <p><b>RM</b><br/><i>International Management Research as Autoethnography</i><br/>Neri Karra, London School of Economics and Political Science</p>                             |
| <p><b>IM</b><br/><i>Acculturation Strategies and Integrative Complexity as Predictors of Overseas Success</i><br/>Carmit T. Tadmor, U. of California, Berkeley</p>                                   | <p><b>ODC</b><br/><i>Lessons Learned and Lessons Lost: A Multi-method Field Study of Vicarious Team Learning Behavior</i><br/>Henrik Bresman, INSEAD</p>                       | <p><b>SIM</b><br/><i>Conceptualizing and Measuring Ethical Work Climate: Development of the Ethical Climate Index</i><br/>Anke Arnaud, U. of Central Florida</p>              |
| <p><b>MC</b><br/><i>Beyond Markets and Communities: A Comparative Approach to Knowledge Exchange in Organizations</i><br/>Sheen S. Levine, Singapore Management U., Michael J Prietula, Emory U.</p> | <p><b>OM</b><br/><i>Facilitating Learning from Front-line Failures</i><br/>Anita L. Tucker, U. of Pennsylvania</p>   | <p><b>TIM</b><br/><i>Exploring the Antecedents of Boundary Object Technological Change in Interorganizational Networks</i><br/>John E. Taylor, HEC Lausanne</p>               |
|  | <p><b>OMT</b><br/><i>Historical Environments, Coordination, and Consolidation in The US Banking Industry, 1896-2001</i><br/>Christopher Marquis, Harvard U.</p>                |   |

# 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:

- |  |   |  |
|--|---|--|
| <p><b>BPS</b><br/><i>What Makes and What Does Not Make a Real Option? A Study of International Joint Ventures</i><br/>Ilya Cuypers, Tilburg U.<br/>Xavier Martin, Tilburg U.</p> <p><b>CAR</b><br/><i>Expatriates' Social Network, Organizational Context, and Repatriation Staffing Outcomes</i><br/>Yan Shen, Boston U.</p> <p><b>CM</b><br/><i>The Key Role of Personal Values in Decoupling Task Conflict from Relationship Conflict</i><br/>Randall S Peterson, London Business School<br/>Ramya Ranganathan, London Business School<br/>Shu-Cheng Chi, National Taiwan U.<br/>Hwa-Hwa Tsai, National Taiwan U.<br/>Shu-chen Chen, National Taiwan U.</p> <p><b>CMS</b><br/><i>Applying the Dominant Logic Construct to MNCs: An Epistemic Re-Presentation of the Global Firm</i><br/>Jann-Marie Halvorsen Culhane, Flagler College</p> | <p><b>GDO</b><br/><i>Gender and Influence Across the Globe: Cross-Cultural Differences in Organizational Upward Influence</i><br/>Dafna Eylon, U. of Richmond<br/>Carolyn Egri, Simon Fraser U.<br/>David A. Ralston, U. of Oklahoma<br/>Tania Casado, U. of Sao Paulo<br/>Chay Hoon Lee, Nanyang Business School<br/>Wade Danis, Georgia State U.<br/>Francisco B. Castro, U. do Porto, CEMPRE<br/>Emmanuelle Reynaud, U. Aix-Marseille 3<br/>Marina Dabic, U. of Osijek<br/>Malika Richards, Pennsylvania State U.<br/>Ana Maria Rossi, Clinica De Stress E Biofeedback<br/>Ping Ping Fu, The Chinese U. of Hong Kong<br/>Arunas Starkus, CIBER-Vilnius<br/>Ilya Girson, U. of Westminster<br/>Mahfooz Alam Ansari, U. Science Malaysia<br/>Philip Hallinger, Mahidol U.<br/>Laurie Milton, U. of Calgary/U. of Western Ontario<br/>Christine MinHsun Kuo, Yuan Ze U.</p> | <p><b>HR</b><br/><i>Global Leader Effectiveness: Relationships between International Experience and Adaptive Competencies</i><br/>Soon Ang, Nanyang Business School<br/>Linn Van Dyne, Michigan State U.<br/>Jean Leslie, Center for Creative Leadership</p> <p><b>IM</b><br/><i>How Do Long-Term Project Investors "Vote" In Developing Country Elections?</i><br/>Paul M. Vaaler, UIUC<br/>Burkhard N. Schrage, Singapore Management U.</p> <p><b>MC</b><br/><i>The Relationship Between Clients and Management Consultants: An Empirical Analysis</i><br/>Ansgar Richter, European Business School<br/>Sandra Niewiem, European Business School</p> <p><b>MED</b><br/><i>Hybrid Learning Environment: Impact of Individualism-Collectivism and Power Distance</i><br/>Alvin Hwang, Pace U.<br/>Anne Marie Francesco, Hong Kong Baptist U.</p> |
|--|---|--|



# 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 Tecnológico 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
- OMT**  
*Unveiling the Creation and Content of Strategic Organizational Processes*  
 Christopher B. Bingham, U. of Maryland  
 Kathleen M. Eisenhardt, Stanford U.
- ONE**  
*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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The Academy of Management is a leading professional association of scholars dedicated to creating and disseminating knowledge about management and organizations. The Academy's central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy's membership consists of scholars at colleges, universities, and research institutions, as well as practitioners with scholarly interests from business, government, and not-for-profit organizations.

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

- 16,052 Members (65% U.S. / 35% Non-U.S.)
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1973-1974	Lyman W. (Port) Porter.....University of California, Irvine		



# 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.

Sponsor	PAPER SUBMISSIONS					SYMPOSIUM SUBMISSIONS		
	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	0
BPS	583	288	90	90	47	30	23	7
CAR	63	34	6	5	5	17	10	4
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
HCM	79	35	5	8	4	8	7	0
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
MH	48	25	10	6	4	4	4	0
MOC	128	66	19	17	10	22	15	7
MSR	32	14	0	4	2	1	1	0
OB	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
<b>Totals:</b>	<b>3969</b>	<b>2052</b>	<b>347</b>	<b>522</b>	<b>281</b>	<b>510</b>	<b>355</b>	<b>124</b>

Table 2: Sessions & Participants

Table 3: Affiliations with 30+ Participants

Table 4: Participant Country Representation

Sessions	Total
Caucus	.18
Free Session	.16
Meeting	.151
Paper Session	.704
PDW Workshop	.324
Social Event	.71
Symposium	.229
Theme Session	.8
All Sessions	1,521
<hr/>	
Participants:	Total
People on Program	.6,737
Countries Represented	.71

Affiliation Name*	Affiliation Name*
Arizona State U.	National U. of Singapore
Boston College	New York U.
Case Western Reserve U.	Northwestern U.
Copenhagen Business School	Pennsylvania State U.
Cornell U.	Texas A&M U.
Florida State U.	U. of Central Florida
Georgia State U.	U. of Georgia
Harvard U.	U. of Michigan, Ann Arbor
INSEAD	U. of Minnesota
London Business School	U. of Pennsylvania
Massachusetts Institute of Technology	U. of St. Gallen
Michigan State U.	U. of Western Ontario

Country*	Count	Country*	Count
ARGENTINA	.14	GREECE	.12
AUSTRALIA	.208	HONG KONG	.59
AUSTRIA	.23	HUNGARY	.3
BARBADOS	.2	ICELAND	.2
BELGIUM	.33	INDIA	.38
BOLIVIA	.1	INDONESIA	.2
BRAZIL	.59	IRELAND	.25
BULGARIA	.1	ISRAEL	.67
CANADA	.343	ITALY	.86
CAYMAN ISLANDS	.1	JAPAN	.24
CHILE	.3	KENYA	.1
CHINA	.82	LEBANON	.3
COLOMBIA	.3	LITHUANIA	.4
COSTA RICA	.1	MACAU	.1
CROATIA	.2	MACEDONIA	.1
CYPRUS	.4	MALAYSIA	.3
CZECH REPUBLIC	.1	MALTA	.1
DENMARK	.46	MEXICO	.16
EGYPT	.1	NETHERLANDS	.186
ESTONIA	.1	NEW ZEALAND	.43
FINLAND	.28	NIGERIA	.5
FRANCE	.145	NORWAY	.30
GERMANY	.162	OMAN	.2
		PAKISTAN	.1
		PERU	.1
		PHILIPPINES	.2
		PORTUGAL	.14
		PUERTO RICO	.1
		ROMANIA	.2
		RUSSIAN FEDERATION	.4
		SAUDI ARABIA	.1
		SCOTLAND	.1
		SINGAPORE	.115
		SLOVENIA	.4
		SOUTH AFRICA	.8
		SOUTH KOREA	.29
		SPAIN	.92
		SWEDEN	.46
		SWITZERLAND	.84
		TAIWAN	.137
		THAILAND	.2
		TURKEY	.22
		UKRAINE	.3
		UAE	.3
		UNITED KINGDOM	448
		UNITED STATES	3931
		VENEZUELA	.1
		VIETNAM	.2

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



Friday Morning, August 11, 2006									
8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30
MT: Cluster 4 - Rio Grande		<b>3</b> IM: IMD Adventure							
MT: Cluster 4 - Yukon		<b>2</b> AAA: BOG Meeting →							
HR: Chicago C		← AAA: Atlanta 2006, LAC →							
HR: Pre-function Area - Reg.		<b>4</b> 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		<b>17</b> OM/TTC: Using Links Scm Simulator							
MT: Cluster 4 - Rio Grande		<b>35</b> ENT: Small v High Growth Vent. Educ							
MT: Cluster 4 - Yukon		← AAA: BOG Meeting							
MT: Imperial - Summit		<b>27</b> RM/IM/BPS/HR: SEM with LISREL							
MT: International 10		<b>24</b> OCIS/CAR/PTC: Academic Unit Head Workshop							
MT: International 3		<b>23</b> IM & Co-Sponsors: Doing Research On China				<b>36</b> IM & Co-Sponsors: Research In Emerging Economies			
MT: International 4		<b>22</b> BPS & Co-Sponsors: Qualitative Research Methods							
MT: International 5		<b>33</b> TIM: TIM Doctoral Consortium →							
MT: International A		<b>18</b> OMT & Co-Sponsors: Professions In Org. Life							
MT: International B		<b>7</b> ENT: Research on Women's ENT				<b>28</b> ENT: Family Business Research			
MT: Marquis - Salon IV		<b>5</b> BPS & Co-Sponsors: Future of Resource-based View				<b>39</b> BPS/OMT/RM: Resources, →			
MT: Trinidad & Madrid		<b>14</b> MOC & Co-Sponsors: New Age Ldrshp Dev Framework							
HI: Carter		<b>19</b> ONE/MED: Teaching Sustainability							
HI: Club Room		<b>16</b> ODC/MC: Cultural Due Diligence							
HI: Crystal Ballroom A & F		<b>25</b> MC & Co-Sponsors: Knowledge/Action Doctoral 1 →							
HI: DeKalb		<b>30</b> ONE & Co-Sponsors: Social Enterprise Networks →							
HI: Directors Room		<b>20</b> PNP: Utilizing SSPMX for Management				<b>31</b> PNP/MC: Performance, Leadership, Chang			
HI: Gwinnett		<b>15</b> MSR: Trust in Organizations							
HI: Paulding		<b>26</b> PNP & Co-Sponsors: Teaching Indigenous Management							
HI: Roosevelt		<b>6</b> CMS & Co-Sponsors: Critical Responses To				<b>32</b> SIM & Co-Sponsors: Behavioral Ethics Research →			
HR: Chicago C		← AAA: Atlanta 2006, LAC →							
HR: Hanover C		<b>11</b> HR/RM/CAR: Revision And Resubmission							
HR: Inman		<b>13</b> MC/ODC/PTC: Making Strategy Happen				<b>38</b> MC & Co-Sponsors: Perspectives on →			
HR: Kennesaw		<b>10</b> GDO/ODC: Integral Diversity Leadership							
HR: Lenox		<b>37</b> GDO/CAR/MED: Diversity in Action							
HR: Piedmont		<b>34</b> MC: Consult. Practice Development →							
HR: Pre-function Area - Reg.		← AAA: Registration →							
HR: Techwood		<b>29</b> GDO & Co-Sponsors: Managing Global Diversity							
HR: Vinings		<b>12</b> MC & Co-Sponsors: Exploring Global Consulting							
OS: Georgia Tech U		<b>8</b> ENT: ENT New Fac. Consortium							
OS: Georgia Tech U.		<b>9</b> ENT: ENT Doc. Student Consortium							
OS: The King Center		<b>21</b> SIM/GDO: Dr. Martin Luther King							

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

# 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						<b>55</b> ICW: MFCA Social			
MT: Copenhagen & Stockholm			<b>47</b> IM: IMD Welcome						
MT: Imperial - Consulate			<b>51</b> OCIS: OCIS Doctoral Consortium						
MT: International 3	← IM: Research In								
MT: International 5	← TIM: TIM Doctoral Consortium								
MT: International 7			<b>52</b> OMT: OMT Jr. Fac. Consortium						
MT: International 8			<b>53</b> OMT/ODC/MOC: OMT/ODC/MOC PhD Consortium						
MT: Marquis - Salon I			<b>45</b> BPS: BPS						
MT: Marquis - Salon IV	← BPS/OMT/RM: Resources, Capabilities...								
HI: Club Room			<b>46</b> ICW: Nova SE U.	<b>56</b> 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		<b>44</b> MSR: MSR Doctoral/NF Consortium							
HI: Monroe	<b>42</b> SIM: SIM Doctoral Consortium								
HI: Roosevelt	← SIM & Co-Sponsors: Behavioral Ethics Research								
HR: Chicago C	← AAA: Atlanta 2006, LAC								→
HR: Hanover C			<b>49</b> OB: OB Jr.	<b>54</b> OB: OB Jr Faculty Dinner	<b>58</b> OB: OB Jr Faculty-High Impact Rese				
HR: Hanover D			<b>50</b> OB: OB PhD Reception						
HR: Hanover E	<b>41</b> MED: MED PDW Reception								
HR: Inman	← MC & Co-Sponsors: Perspectives on Change								
HR: Lenox	← GDO/CAR/MED:								
HR: Piedmont	← MC: Consult. Practice Development								
HR: Pre-function Area: Reg	← AAA: Registration								
HR: Spring	<b>40</b> AAA: New Member Orientation								
HR: Vinings		<b>43</b> CM: Doctoral Student Consortium							
OS: IMD					<b>57</b> IM: Dinner on the Town with IMD EC				
OS: Max Lager's in the Tavern Area			<b>48</b> NDSC: NDSC Happy Hour						



*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.



# Saturday Morning, August 12, 2006

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

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

## Saturday Morning, August 12, 2006 (cont.)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HR: Hanover D	<b>60</b> HR: HR Doctoral Student Consortium								→
HR: Hanover F				<b>108</b> CM: CM Doctoral Student Consortium					→
HR: Hanover G		<b>68</b> CMS: CMS Doctoral Consortium							→
HR: Harris		<b>63</b> AAA: Placement Services							→
HR: Hong Kong				<b>123</b> HR: SHRM Focus on Students					
HR: Inman		<b>94</b> GDO: Diversity Publishing Workshop							
HR: Kennesaw		<b>64</b> AAA: Ins/Outs of Faculty Recruiting				<b>130</b> CAR/GDO/MEN: When I Don't Get			
HR: Lenox		<b>74</b> GDO & Co-Sponsors: Racioethnic Scholarship							
HR: Manila		<b>97</b> HR & Co-Sponsors: Teaching HR Metrics							→
HR: Montreal		<b>100</b> MC & Co-Sponsors: Consulting & Family Succession							
HR: Piedmont		<b>72</b> GDO: GDO Doctoral Consortium							→
HR: Pre-function Area - Reg.		<b>65</b> AAA: Registration							→
HR: Regency V				<b>114</b> NDSC: NDSC					→
HR: Roswell					<b>126</b> OB/SIM/ODC: Leadership Ethics			<b>148</b> OB & Co	→
HR: Singapore				<b>110</b> HR/OB/ENT: HR/OB/ENT Research Incubator					
HR: Spring		<b>80</b> MED & Co-Sponsors: Faculty Ethics				<b>131</b> MED: High Performing Faculty Teams			
HR: Techwood		<b>81</b> MED/TTC/OM: Second Generation E-				<b>132</b> MED & Co-Sponsors: Classroom As			
HR: University					<b>125</b> OB/RM: Time and Process				
HR: Vinings		<b>83</b> OB: OB Jr Faculty-Research Project							
OS: Georgia Tech U		<b>70</b> ENT: ENT New Fac. Consortium							→
OS: Georgia Tech U.		<b>71</b> ENT: ENT Doc. Student Consortium							→



*Virtual Organization - Post "Neutron Jack" 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.

# 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
MT: Chablis & Picard	← RM & Co: Interaction		223 RM/BPS/GDO: Multilevel →							
MT: Champagne	← ENT/MED/BPS: Global		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 OMT/TIM/BPS: Mass Customization									
MT: Cluster 1 - Stockholm	162 ENT: Workshop: Res.Design & Methods									
MT: Cluster 2 - Magnolia	← ENT: "How To		201 OMT/CMS: Philposophies 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									
MT: Cluster 3 - London	← RM/BPS:		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									
MT: Cluster 4 - Danube	← AAA: BOG Meeting									
MT: Cluster 4 - Yukon	← AAA: BOG Meeting									
MT: Cluster 5 - Riviera	← PTC & Co-Sponsors: SPARC Workshop									
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									
MT: International 6	← TIM: TIM Doctoral		191 MOC/OMT/RM: Research on Org Identity							
MT: International 7	← OMT: OMT Junior Faculty Consortium									
MT: International 8	← OMT/ODC/MOC: OMT/ODC/MOC PhD. Consortium									
MT: International 9	203 RM & Co-Sponsors: Moderation and Mediation									
MT: International A	151 AAA: AMJ Editors' Meeting									
MT: International B	171 IM: IMD Doctoral Consortium II				222 RM/BPS: Alternatives to →					
MT: International C	172 IM: IMD Jr Faculty Consortium II									
MT: Marquis - Salon I	← BPS: BPS Doctoral Consortium									
MT: Marquis - 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	173 IM: IMD Paper Development Workshop				216 IM & Co-Sponsors: Global Talent Mgr →					
HI: Carter	← PTC: Mgmt		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									
HI: Embassy Room	← IAM:		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					
HI: Washington	← PNP & Co-		179 ODC & Co-Sponsors: HSD Values							
HR: Cairo	161 CAR & Co-Sponsors: Researching Careers Worldwide									

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

## 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
HR: Chicago C	← AAA: Atlanta 2006, LAC →									
HR: Hanover A	<b>169</b> HR/OB: Jr. Faculty Consortium									
HR: Hanover C	← OB: OB Doctoral Consortium									
HR: Hanover D	← HR: HR Doctoral Student Consortium									
HR: Hanover E	<b>159</b> MC: MC Doctoral Student Consort.-1					<b>207</b> MC: MC Doctoral Student Consort.-2				
HR: Hanover F	← CM: CM Doctoral Student Consortium									
HR: Hanover G	← CMS: CMS Doctoral Consortium									
HR: Harris	← AAA: Placement Services									
HR: Hong Kong	<b>154</b> HR: Networking Lunch					<b>167</b> HR/BPS/GDO: SHRM Focus On			<b>211</b> HR: SHRM Focus On Teaching	
HR: Inman	<b>175</b> MED & Co-Sponsors: Virtual Global R&D Teams									
HR: Kennesaw	<b>165</b> HR: HR Innovative Teaching Award									
HR: Lenox	<b>208</b> GDO/CAR: Tenure/Promotion in Academe									
HR: Manila	← HR & Co-									
HR: Montreal	<b>166</b> HR: HR and Internationalization									
HR: Piedmont	← GDO: GDO Doctoral Consortium									
HR: Pre-function Area - Member	<b>152</b> AAA: Membership									
HR: Pre-function Area - Reg.	← AAA: Registration →									
HR: Regency V	← NDSC: NDSC									
HR: Regency VII	<b>190</b> HR/BPS: HR VPs' Concerns; HR Research									
HR: Roswell	← OB & Co-Sponsors: Leadership			<b>192</b> OB & Co-Sponsors: Senior Scholars Session				<b>217</b> MED/CM: Teaching Negotiations		
HR: Singapore	<b>168</b> HR/MED: HR Research In									
HR: Spring	<b>174</b> MED: Global Management Education						<b>213</b> CAR & Co-Sponsors: Leading In High			
HR: Techwood	<b>176</b> MED & Co-Sponsors: Teaching With Technology									
HR: University	<b>193</b> OB & Co-Sponsors: Emotions & Leadership									
HR: Vinings	<b>156</b> OB: OB Jr. Faculty					<b>178</b> 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									

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



# Saturday Evening, August 12, 2006

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

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

# Sunday Morning, August 13, 2006

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
MT: Chablis & Picard		<b>258</b> IM & Co-Sponsors: Local and Global Interactions						<b>357</b> OMT/BPS/IM: Globalizing Film Industry	
MT: Champagne		<b>268</b> OCIS/ITC: International Networking					<b>345</b> OCIS: OCIS Paper Development		
MT: Cluster 1 - Amsterdam		<b>270</b> OM: Littlefield Technologies					<b>337</b> OM & Co-Sponsors: Working with		
MT: Cluster 1 - Calgary		<b>259</b> IM & Co-Sponsors: Interactive Teaching Methods							
MT: Cluster 1 - Madrid		<b>260</b> IM & Co-Sponsors: Interactive Teaching Methods							
MT: Cluster 1 - Quebec		<b>272</b> OM/RM/BPS: Pushing Ahead With Cases					<b>338</b> OM & Co-Sponsors: Project Mgmt Research Methods		
MT: Cluster 1 - Stockholm				<b>306</b> OMT: OMT Dissertation Consortium					
MT: Cluster 1 - Trinidad		<b>261</b> IM & Co-Sponsors: Interactive Teaching Methods							
MT: Cluster 2 - Magnolia		<b>254</b> ENT: Students/New Faculty Consortia					<b>325</b> ENT: ENT Doc. Student Consortium		
MT: Cluster 3 - Bonn			<b>289</b> MOC: Cognition in the Rough						
MT: Cluster 3 - Cabinet		<b>271</b> OM/BPS/ENT: Intersections:							
MT: Cluster 3 - London		<b>278</b> RM/IM: Methods for IM Research					<b>326</b> ENT/BPS: ENT & Research Methods		
MT: Cluster 3 - State							<b>327</b> ENT/ONE/BPS: Sustainable Entrepreneurship		
MT: Cluster 3 - Sydney		<b>277</b> RM/BPS: Robust Regression					<b>342</b> RM/BPS: Factor Retention in EFA		
MT: Cluster 3 - Zurich		<b>273</b> OM & Co-Sponsors: Technology In							
MT: Cluster 4 - McKenzie						<b>315</b> IM & Co-Sponsors: External Innovation			
MT: Cluster 4 - Rio Grande						<b>321</b> TIM/BPS/IM: Geography and Innovation			
MT: Cluster 4 - Thames				<b>311</b> TIM/BPS/RM: Alliances and Innovation					
MT: Cluster 4 - Tigris				<b>312</b> TIM/OMT/BPS: Ecology And Technology					
MT: Cluster 4 - Yukon								<b>362</b> ICW: JMI →	
MT: Cluster 5 - Monte Carlo								<b>359</b> AMLE Ed →	
MT: Cluster 5 - Riviera						<b>313</b> AAA: AMP Editorial Board Meeting			
MT: Cluster 5 - Shangri-La				<b>292</b> AAA: Current/Incoming Committees			<b>347</b> AAA: Ethics Committee Meeting		
MT: Cluster 5 - South Hampton				<b>293</b> AAA: 2006 Program Chairs Meeting			<b>348</b> AAA: 2007 Program Chairs Meeting		
MT: Imperial - Salon A		<b>279</b> RM/NDSC/TIM: Ask the Qualitative Experts					<b>343</b> RM/NDSC/TIM: Ask the Quantitative Experts		
MT: Imperial - Salon B		<b>249</b> AAA: AOM Affiliates & Associates							
MT: International 1				<b>297</b> BPS/OMT/TIM: RBV & Industry Attractiveness					
MT: International 10		<b>255</b> ENT/BPS: Emergent Themes, Ent				<b>314</b> ENT: Method And Panel Data In ENT			
MT: International 2			<b>282</b> BPS: Managing Your Dissertation						
MT: International 5				<b>298</b> BPS/OMT/TIM: Alliance Incubator					
MT: International 6				<b>296</b> BPS & Co-Sponsors: Strategy As Practice					
MT: International 7						<b>319</b> OMT/BPS/MOC: Culture and Language			
MT: International 8		<b>275</b> OMT & Co-Sponsors: Teaching OMT				<b>329</b> IM/ITC: International Data Collection			
MT: International 9						<b>339</b> OMT/ODC/MOC: Editor's Panel II: OMT/ODC/MOC			
MT: International A		<b>280</b> TIM/BPS/OCIS: OSS Research Devept.				<b>344</b> TIM/BPS/OCIS: OSS : Bridging			
MT: International B				<b>304</b> MOC & Co-Sponsors: Complexity, Leadership&NatSecMgt					
MT: International C						<b>316</b> MOC & Co-Sponsors: Anticipating the Unexpected			
MT: Marquis - Salon I		<b>283</b> BPS: BPS Doctoral Consortium							
MT: Marquis - Salon II		<b>284</b> BPS: BPS New Faculty Consortium							
MT: Rhine & Savoy		<b>290</b> MOC & Co-Sponsors: Learning about Resilience							
HI: Cabinet Room							<b>358</b> ONE: ONE Forum		
HI: Carter						<b>340</b> PTC/BPS: Using Practice			
HI: Club Room				<b>302</b> CMS: Faculty Unionization			<b>351</b> CMS: Can Action Research Be Critica		
HI: Council Room							<b>341</b> PTC/OB: Offshoring and Global Labor		
HI: Crystal Ballroom A & F				<b>307</b> PNP: Doctoral Student Consortium					
HI: Crystal Ballroom B & E				<b>308</b> PNP: Junior Faculty Consortium					
HI: Crystal Ballroom C & D		<b>274</b> OMT/BPS: Asumptions & Managerial Action							
HI: DeKalb		<b>253</b> CMS/OMT: New Research Agendas				<b>324</b> CMS/MED: Dark Side Case Competition V			
HI: Directors Room				<b>305</b> ODC & Co-Sponsors: Organizational			<b>352</b> CMS/IM: Images Of The Multinational Fi		
HI: Douglas		<b>276</b> ONE & Co-Sponsors: Teach Sus Dev Across Cultures					<b>361</b> SIM: SIM Research →		
HI: Embassy Room				<b>309</b> PNP & Co-Sponsors: Co-Producing Knowledge					
HI: Grand Salon A						<b>336</b> ODC/MC: High Impact Change Exercises			

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

# Sunday Morning, August 13, 2006 (cont.)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HI: Grand Salon B				<b>310</b> SIM: Publishing S I M Research					
HI: Gwinnett		<b>281</b> AAM: Asia Management Roundtable							
HI: Jackson		<b>257</b> HCM:	<b>285</b> HCM: External Funding			<b>353</b> HCM: Publishing in Health Care			
HI: Jefferson					<b>322</b> CMS: Alliance Feminism and CMS?				
HI: Madison		<b>286</b> HCM/BPS: Growth Curve Modeling				<b>354</b> HCM: Collaborative Research			
HI: Monroe				<b>320</b> PNP & Co-Sponsors: Giving Research Feedback					
HI: Paulding		<b>269</b> ODC/MED: ODC As An Academic Discipline							
HI: Roosevelt					<b>323</b> CMS & Co-Sponsors: Critical Applied Research				
HI: State Room			<b>303</b> MH: Getting Published			<b>356</b> MH: Professional Involvement			
HR: Brussels					<b>349</b> AAC: Midwest AOM Meeting				
HR: Cairo				<b>318</b> OB/MH/MC: Eminent Senior Scholars					
HR: Chicago C		<b>250</b> AAA: Atlanta 2006, LAC →							
HR: Grand Hall			<b>294</b> AAA: Exhibits →						
HR: Grand Hall - Break Area					<b>346</b> Conf. Break				
HR: Hanover A		<b>287</b> HR/OB: Jr. Faculty Consortium							
HR: Hanover C		<b>265</b> MOC &	<b>291</b> OB & Co-Sponsors: Joint Editor's			<b>334</b> OB/HR: Ask the OB/HR Editors Panel			
HR: Hanover D			<b>299</b> CAR/GDO: Careers Scholarship Think Tank						
HR: Hanover E		<b>247</b> MC: MC Doctoral Student Consort.-3							
HR: Hanover F		<b>248</b> MC & Co-Sponsors: Building Healthy Companies				<b>355</b> MC/PTC: MC Communities of			
HR: Hanover G					<b>335</b> OB & Co-Sponsors: Macro OB/OMT				
HR: Harris		<b>251</b> AAA: Placement Services →							
HR: Hong Kong					<b>333</b> OB & Co-Sponsors: The Craft Of Reviewing				
HR: Inman			<b>288</b> MED: NAS Learning Cycle			<b>330</b> MED & Co-Sponsors: Comparing Mgt Ed			
HR: Kennesaw		<b>264</b> MEN & Co-Sponsors: Duality of Ethics In Mentoring							
HR: Lenox		<b>256</b> GDO & Co-Sponsors: Teaching Courses on Diversity							
HR: Montreal				<b>317</b> OB: International Leadership					
HR: Piedmont					<b>328</b> HR & Co-Sponsors: Work-Family As Leadership				
HR: Pre-function Area - Member			<b>295</b> AAA: Membership →						
HR: Pre-function Area - Reg.		<b>252</b> AAA: Registration →							
HR: Regency V			<b>300</b> CM: Diversity & Fairness in Teams						
HR: Regency VI			<b>301</b> CM/HR/OMT: Negotiating Your 1st Job						
HR: Roswell		<b>263</b> MED & Co-Sponsors: Build Your Teaching Philosophy			<b>331</b> MED & Co-Sponsors: Meet The Best Reviewers				
HR: Singapore		<b>266</b> OB/HR: Dissertation Self-Leadership							
HR: Spring					<b>360</b> CM/MED: Negotiation				
HR: Techwood		<b>262</b> MED: Teaching With Games			<b>332</b> MED & Co-Sponsors: Management and Liberal Arts				
HR: University		<b>267</b> OB/OMT/ODC: Systemic Leadership Approaches			<b>350</b> AAC: Southwest AOM Meeting				
HR: Vinings	← MED/TIM/CAR: Knowledge Through Global E-Med								

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

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

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



<b>Sunday Evening, August 13, 2006</b>								
	5:00	5:30	6:00	6:30	7:00	7:30	8:00 8:30	
MT: Copenhagen & Stockholm	<b>426</b> OB: Leadership PDW Reception							
MT: Imperial Ballroom					<b>428</b> AAA: All Academy Reception			
MT: International 1	<b>416</b> AAA: ENT Executive Committee							
MT: International 10	<b>419</b> ICW: Network Leadership			<b>431</b> ICW: HKUST Reception			→	
MT: International 5	<b>422</b> OCIS: OCIS Executive Meeting ...							
MT: International B	<b>421</b> MOC: MOC Int'l Members							
MT: Marquis Ballroom I-II	<b>417</b> AAA: AOM Convocation							
MT: Skyline Terrace - N orth					<b>433</b> ICW: NUS Reception			→
HI: Crystal Ballroom A & F	<b>418</b> AAC: AAM Committee	<b>423</b> AAC: AAM Reception						
HI: Crystal Ballroom B & E	<b>424</b> CMS: CMS Social							
HI: Crystal Ballroom C & D	<b>425</b> ICW: Adv Inst. Mgmt Rsch Reception							
HI: Grand Ballroom C	← ICW: Org Science							
HI: Grand Salon A					<b>429</b> ICW: MED-OBTS Reception			
HI: Grand Salon C					<b>427</b> ICW: Human Relations Reception			
HI: Grand Salon E	<b>420</b> ICW: Warwick B- Schl Cocktail Prty							
HI: Jackson	← ICW: General Meeting of AKMS							
HI: Monroe					<b>430</b> ICW: LBS Reception			
HR: Chicago C	← AAA: Atlanta 2006, LAC							→
HR: Grand Hall - Break Area								
HR: Hanover C					<b>432</b> GDO: LGBT and Friends			→
HR: Hanover F	← AAA: MC Executive Committee							



*Modern vs. Classical Management* 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.

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

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

# 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				<b>466</b> ENT: Starting New Ventures					<b>567</b> ENT: Risk & Individual Differences		
HI: Crystal Ballroom A & F				<b>523</b> SIM: Welcome Session SIM					<b>639</b> SIM: Ethical Corp. Culture		
HI: Crystal Ballroom B & E									<b>640</b> SIM: Moral Justification		
HI: Crystal Ballroom C & D				<b>467</b> ENT: Entrepreneurial Strategy					<b>568</b> ENT: Entrepreneurial Exits		
HI: DeKalb									<b>574</b> HCM: Institutional Theory in Health		
HI: Douglas				<b>521</b> PNP: PNP Organizational Commitment					<b>635</b> PNP: Perspectives on New Public		
HI: Embassy Room				<b>468</b> ENT: Entrepreneurship Theory					<b>569</b> ENT: Revisiting Theory		
HI: Grand Ballroom C				<b>444</b> AAS: Virtuous Management					<b>545</b> AAS: Analytic Collaboration		
HI: Grand Ballroom D				<b>445</b> AAS: Learning/Organizing in Newsrms					<b>546</b> AAS: Strategic Renewal		
HI: Grand Salon A				<b>463</b> CM/RM/OB: Analyzing Dyad & Group Data					<b>601</b> MC/ODC/OMT: Lessons from OD		
HI: Grand Salon B				<b>446</b> AAS: Competence and Incompetence							
HI: Grand Salon C				<b>462</b> CM/HR/OB: Justice&Management Constructs					<b>618</b> OB/SIM/CM: Ethics and Social		
HI: Grand Salon D				<b>510</b> OCIS/OMT: Situated Action Online Forums					<b>617</b> OB/OMT/TIM: Leadership & Org.		
HI: Grand Salon E									<b>641</b> SIM/IM/CM: Business and Violent		
HI: Gwinnett				<b>472</b> HCM: HCM Business Meeting					<b>575</b> HCM/HR: Physician-Patient		
HI: Jackson		<b>440</b> ODC:		<b>512</b> ODC: ODC Theme Session					<b>623</b> ODC: Team Learning		
HI: Madison				<b>520</b> ONE: Strategy/Environment					<b>634</b> ONE: Stakeholders/Environment		
HI: Monroe					<b>537</b> PNP: Issues in Nonprofit				<b>636</b> PNP: Nonprofit Markets & Identity		
HI: Paulding				<b>501</b> MSR: Spiritual Leadership							
HI: Roosevelt				<b>496</b> MH: Employees and Motivation					<b>606</b> MH: Leadership, Practice and		
HI: Washington				<b>469</b> ENT: Corp Venturing & Spin-offs					<b>570</b> ENT: Corporate Entrepreneurship		
HR: Brussels				<b>458</b> CAU: Business Ethics Core Outcomes					<b>559</b> CAU: Spirituality Research		
HR: Cairo				<b>456</b> CAR: Ins and Outs of Womens Careers					<b>557</b> CAR: Career Self-Management		
HR: Chicago A									<b>541</b> OB: International Lounge		
HR: Chicago C			<b>437</b> AAA: Atlanta 2006, LAC								→
HR: Executive Room 219											→
HR: Geneva				<b>459</b> CAU: Distance Education					<b>560</b> CAU: Understanding Web		
HR: Grand Hall					<b>529</b> AAA: Exhibits						→
HR: Grand Hall - Break Area								<b>540</b> Conf. Break			
HR: Hanover A				<b>460</b> CM: Social Comparison & Accounts					<b>561</b> CM: Deviance and Incivility		
HR: Hanover B				<b>473</b> HR: Welcome and Awards Ceremony					<b>576</b> HR: HR and Proximal Outcomes		
HR: Hanover C				<b>461</b> CM: Negotiation Fortune Reversals					<b>562</b> CM: Engendering Trust		
HR: Hanover D				<b>507</b> OB/HR/CAR: New Insights into LMX theory					<b>616</b> OB/MOC: Norm Misperception		
HR: Hanover E				<b>502</b> OB: Emotion Regulation at Work					<b>610</b> OB: Proactive Behavior		
HR: Hanover F				<b>474</b> HR/MED: Training and Technology					<b>577</b> HR: Withdrawal Behaviors: Antec		
HR: Hanover G				<b>503</b> OB: Leadership and Fairness					<b>611</b> OB: Leadership and Emotions		
HR: Harris		<b>438</b> AAA: Placement Services									→
HR: Inman			<b>441</b> GDO/HR/OB: Work-Family Decision-Making						<b>571</b> GDO: Emotional Intelligence		
HR: International North - CAR									<b>558</b> CAR: Career Concepts Visual		
HR: International North - CM 1									<b>563</b> CM: Organizational Conflict		
HR: International North - CM 2									<b>564</b> CM: International Conflict		
HR: International North - HR									<b>578</b> HR: Adjusting, Adapting &		
HR: Kennesaw				<b>471</b> GDO/CAR/OB: Managing Across Difference					<b>572</b> GDO: 3D View of Social Identities		
HR: Lenox				<b>470</b> GDO: The Way It Is?					<b>573</b> GDO: Leadership, Race, and		
HR: Manila				<b>475</b> HR/OB: Moderators of Goal Orientation					<b>579</b> HR: Performance Evaluation and		
HR: Montreal				<b>494</b> MC: Executive Coaching Research					<b>624</b> ODC/MC: Global and Strategic OD		
HR: Piedmont				<b>504</b> OB: Organizational Reward Systems					<b>612</b> OB: Individual Performance in		
HR: Pre-function Area - Member					<b>530</b> AAA: Membership						→
HR: Pre-function Area - Reg.					<b>531</b> AAA: Registration						→
HR: Regency V - Table A1				<b>482</b> IP: Dynamic Capabilities					<b>588</b> IP: Knowledge Diffusion		
HR: Regency V - Table A2				<b>483</b> IP: Institutions and CSR					<b>589</b> IP: Work/Life Balance		
HR: Regency V - Table A3				<b>484</b> IP: Organizational Identity					<b>590</b> IP: Money as Motivator?		

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

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



# Monday Afternoon, August 14, 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		<b>734</b> RM: RM International Networking				<b>840</b> RM: Measurement/Scale			<b>918</b> RM: Analysis and		
MT: Champagne		<b>737</b> TIM: Intellectual Property				<b>844</b> TIM: Network Structure &			<b>924</b> TIM: University		
MT: Cluster 1 - Amsterdam		<b>691</b> IM/OMT/SIM: Cronyism				<b>784</b> IM: Institutions and MNC			<b>876</b> IM: Barry Richman Award		
MT: Cluster 1 - Copenhagen		<b>685</b> IM: MIC Roundtable				<b>788</b> IM/HR/CAR: Staffing			<b>877</b> IM: Developing Global		
MT: Cluster 1 - Madrid		<b>686</b> IM: MNC Subsidiary Survival				<b>785</b> IM: The Emerging Market MNC			<b>878</b> IM: International M&A		
MT: Cluster 1 - Stockholm		<b>687</b> IM: Diversity in Teams				<b>786</b> IM: Cross-Culture Values and			<b>879</b> IM: Inter-Cultural		
MT: Cluster 1 - Trinidad		<b>688</b> IM: International Expansion				<b>787</b> IM: International Networks			<b>880</b> IM: International Joint		
MT: Cluster 2 - Magnolia		<b>710</b> MOC: Theorizing Sensemaking				<b>812</b> MOC: Dynamics of Decision			<b>895</b> MOC: Making Decisions,		
MT: Cluster 3 - Bonn		<b>655</b> BPS: Dynamic Capabilities & Change				<b>753</b> BPS: Product Development			<b>851</b> BPS: What are dynamic		
MT: Cluster 3 - Cabinet		<b>742</b> BPS: Exploration and				<b>754</b> BPS: Founder Backgrounds			<b>852</b> BPS: Venture Capital		
MT: Cluster 3 - London		<b>656</b> BPS: International Diversification				<b>755</b> BPS: Acquisition Waves			<b>853</b> BPS: Returns to Acquirers		
MT: Cluster 3 - State		<b>657</b> BPS: Value Generation & Capture				<b>756</b> BPS: Drivers of Performance			<b>854</b> BPS: Stakeholders and		
MT: Cluster 3 - Sydney		<b>661</b> BPS/OMT: Stakeholders in OMT & Strategy				<b>757</b> BPS: CEO Cognition			<b>855</b> BPS: Allocating Scarce		
MT: Cluster 3 - Zurich		<b>743</b> BPS: Rivalry and				<b>758</b> BPS: Learning & Competitive			<b>856</b> BPS: Firm & Industry		
MT: Cluster 4 - Yukon		<b>668</b> CMS: CMS, Power, Workplace				<b>769</b> CMS/SIM: Local Solidarity					
MT: Cluster 5 - Monte Carlo		<b>738</b> TIM: Organizational Learning				<b>845</b> TIM: Case Studies			<b>925</b> TIM: Innovation in Teams		
MT: Cluster 5 - Riviera		<b>739</b> TIM: University Technology Transfer				<b>846</b> TIM: Tech Capab & Resources I			<b>926</b> TIM: TIM Distinguished		
MT: Cluster 5 - Shangri-La		<b>749</b> TIM: Network				<b>847</b> TIM: Patents & Impact			<b>927</b> TIM: Component & System		
MT: Cluster 5 - South Hampton		<b>740</b> TIM/OMT: Nanotechnology Field Emergence				<b>848</b> TIM: Modularity			<b>928</b> TIM: Customer-Driven		
MT: Garden Terrace	←	ICW: JOB Luncheon									
MT: Imperial - Consulate		<b>747</b> MOC: Transactive Memory				<b>813</b> MOC: Identity & Attitudes:			<b>896</b> MOC: Org Identity: Case		
MT: Imperial - Summit		<b>748</b> MOC: Multilevel Creativity				<b>815</b> MOC/OB: Team Cognition			<b>897</b> MOC: Creative Moments &		
MT: International 1		<b>719</b> OCIS: Comm, IT & Structuring				<b>825</b> OCIS: Multiple Perspectives on			<b>906</b> OCIS: OCIS Keynote		
MT: International 10		<b>744</b> BPS: M&A and Innovation				<b>759</b> BPS: Contracts and Strategy			<b>857</b> BPS: Funding Innovation		
MT: International 2		<b>725</b> OMT: Structure & Strategy Theory				<b>831</b> OMT: Leadership Connections			<b>910</b> OMT: Social Capital &		
MT: International 3		<b>726</b> OMT: Organizational Legitimacy				<b>838</b> OMT/SIM/IM: Concepts and			<b>911</b> OMT: Governance and		
MT: International 4		<b>727</b> OMT: Process of Institutionalization				<b>832</b> OMT: Institutional Processes			<b>912</b> OMT: Institutions and		
MT: International 5		<b>720</b> OCIS: Taking Culture Seriously				<b>826</b> OCIS: Social Networks					
MT: International 6		<b>650</b> AAS: Transform Knowledge to Action				<b>750</b> AAS: Coca-Cola Around the			<b>1497</b> AAS/CMS: A New Compact		
MT: International 7		<b>651</b> AAS: Voice and Silence at Work				<b>751</b> AAS: Organizations Influencing					
MT: International 8		<b>658</b> BPS: Firm Boundary Decisions				<b>761</b> BPS/OB: Sports & Organization			<b>858</b> BPS: Relational View of		
MT: International 9		<b>659</b> BPS: CEO Succession				<b>760</b> BPS: CEO Duality			<b>859</b> BPS: Incentives &		
MT: International A		<b>728</b> OMT: Networks, Trust, Evolution				<b>833</b> OMT: Networks & Comm. of			<b>913</b> OMT: Networks and		
MT: International B		<b>729</b> OMT: Learning, Routines, Innovation				<b>834</b> OMT: Evolution of Learning			<b>914</b> OMT: Diffusion Processes		
MT: International C		<b>730</b> OMT: Dynamics of Industry Evolution				<b>835</b> OMT: Evolution and Adaptation			<b>915</b> OMT: Ecology and		
MT: Marquis - Salon I		<b>663</b> BPS/OMT/MC: Evolution of Practices in MC				<b>776</b> GDO/CMS/CAR: Women on					
MT: Marquis - Salon II						<b>837</b> OMT/BPS: Heterogeneity &					
MT: Marquis - Salon III		<b>662</b> BPS/OMT: Dynamic Models of Competition									
MT: Marquis Salon IV - MOC 1						<b>814</b> MOC: Cognitive Framings			<b>898</b> MOC: Cultural Framings		
MT: Marquis Salon IV - BPS 1		<b>660</b> BPS: Networks Visual							<b>860</b> BPS: Governance Visual		
MT: Marquis Salon IV - IM 1		<b>689</b> IM: Justice, Trust, and Leadership									
MT: Marquis Salon IV - IM 2		<b>690</b> IM: Competences and Capabilities									
MT: Marquis Salon IV - OM		<b>723</b> OM: Decision Making in OM									
MT: Marquis Salon IV - OMT 1						<b>836</b> OMT: Leadership and					
MT: Marquis Salon IV - TIM 1		<b>711</b> MOC: Improvisational Framings				<b>849</b> TIM: Managing New			<b>929</b> TIM: Explaining Tech		
MT: Rhine & Savoy						<b>841</b> RM: The Role Of Case Studies			<b>919</b> RM: Methods Overview		
MT: Rio Grande & MacKenzie		<b>724</b> OM: Human Side of OM				<b>830</b> OM: JOM Best Paper Award			<b>909</b> OM: OM Division		
MT: Tigris & Danube		<b>669</b> CMS: Global Capitalism Now				<b>768</b> CMS: CMS and the Workplace					
HI: Board & Directors - HCM		<b>679</b> HCM: Health Management: A Sampler									
HI: Carter		<b>721</b> ODC: Change Leaders				<b>827</b> ODC: ODC Past & Future			<b>908</b> ODC/MC: The Future of		
HI: Council/Cabinet Room		<b>671</b> ENT: Entrepreneurial Cognition				<b>770</b> ENT: Opportunity Identification			<b>865</b> ENT: Entrepreneurial		
HI: Crystal Ballroom A & F		<b>735</b> SIM: CSP				<b>842</b> SIM: Trends in International			<b>920</b> SIM: Ethics and Profits		

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

# 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 →
HI: Crystal Ballroom B & E		<b>736</b> SIM: Stakeholder Relations				<b>843</b> SIM: Corporate Political Activity			<b>921</b> SIM: Corporate		
HI: Crystal Ballroom C & D		<b>674</b> ENT/MED/GDO: Womenpreneur Best				<b>771</b> ENT: Entrepreneurship and					
HI: DeKalb		<b>745</b> HCM: Quality				<b>778</b> HCM: Power of the Patient			<b>922</b> SIM: Work & Meaning in		
HI: Douglas		<b>732</b> PNP: Public Performance Measurement				<b>774</b> ENT/BPS: Leading Open			<b>917</b> PNP: Knowledge Sharing		
HI: Embassy Room		<b>672</b> ENT: Entrepreneurship & China				<b>772</b> ENT: Taking NV International			<b>866</b> ENT: NV & International		
HI: Grand Ballroom C		<b>653</b> AAS: 35 Yrs of Wrkplce Reform & Res				<b>752</b> AAS: The Opt-Out Revolt					
HI: Grand Ballroom D		<b>654</b> AAS: New Cross-Cultural Knowledge									
HI: Grand Salon A		<b>706</b> MC/ODC: New Forms of OD Consulting				<b>824</b> OB/MOC/CM: Conflicting				<b>930</b> →	
HI: Grand Salon B		<b>684</b> HR/IM/OB: International Assignments				<b>822</b> OB/HR/CM: Does Others'					
HI: Grand Salon C		<b>670</b> CMS/OMT/RM: The Discursive Turn: So				<b>789</b> IM/OB: Culture and Leadership					
HI: Grand Salon D		<b>731</b> OMT/ODC: Pacing & Sequencing Change				<b>829</b> ODC/ONE/SIM: Business as					
HI: Grand Salon E		<b>677</b> GDO/HR/OB: Sexual Orientation at Work				<b>810</b> MED/ODC/CMS: Reflection in					
HI: Gwinnett		<b>746</b> HCM: Nursing Workforce				<b>779</b> HCM/ODC/OMT: Culture,			<b>871</b> HCM: HCM Dist. Speaker:		
HI: Jackson		<b>722</b> ODC: Successful University Change				<b>828</b> ODC: ODC Teaching & Training			<b>907</b> ODC: Talent Management		
HI: Madison									<b>916</b> ONE:		
HI: Monroe		<b>733</b> PNP: Issues in Local Government				<b>839</b> PNP: PNP Keynote Address					
HI: Paulding		<b>712</b> MSR: Religion, Ethics, Spirituality				<b>816</b> MSR: Philosophical					
HI: Roosevelt		<b>709</b> MH: Wars, Business and Evolution				<b>811</b> MH: China and Utopia			<b>923</b> SIM/MH/CMS: Bowen's		
HI: Washington		<b>673</b> ENT: Governance & Entrepreneurship				<b>773</b> ENT: Issues for Self-Employed			<b>867</b> ENT: SE & Individual		
HR: Brussels		<b>665</b> CAU: Increasing Student Involvement				<b>763</b> CAU: Organize Middle E. AOM					
HR: Cairo		<b>664</b> CAR/MED/GDO: Whole Leader Development				<b>762</b> CAR: Work/Family Issues in			<b>861</b> CAR: Executive Careers		
HR: Chicago C		← AAA: Atlanta 2006, LAC									→
HR: Executive Room 219		← MED: Past Division Chairs' Lunch									
HR: Geneva		<b>741</b> CAU: Emerging Issues coll.				<b>764</b> CAU: Studying Organizational			<b>862</b> CAU: Trust & Control		
HR: Grand Hall		← AAA: Exhibits									
HR: Grand Hall - Break Area						<b>850</b> Conf. Break					
HR: Hanover A		<b>666</b> CM: CM Division Lounge				<b>765</b> CM: Third Parties			<b>863</b> CM: Negotiation Processes		
HR: Hanover B		<b>680</b> HR: Pay Policies: Effects on Be ...				<b>780</b> HR: Balancing the Work-Life Int			<b>872</b> HR: Ice Cream Social &		
HR: Hanover C		<b>667</b> CM/OB: Responses to Injustice				<b>766</b> CM: Trust, Distrust, and Repair			<b>864</b> CM/OB/HR: Forgiving		
HR: Hanover D		<b>717</b> OB/CM/GDO: Asymmetric Group Processes				<b>821</b> OB/CM: Socialization and			<b>905</b> OB/HR: OCBs: Beyond		
HR: Hanover E		<b>718</b> OB/BNP: Exploring public arenas				<b>823</b> OB/MOC: Executive Leadership			<b>899</b> OB: Stress and Coping		
HR: Hanover F		<b>681</b> HR: Strategic HRM and Performance				<b>781</b> HR: The Future of HR			<b>873</b> HR: Pay Policies: Cultural		
HR: Hanover G		<b>713</b> OB: Leader-Member Relationships				<b>817</b> OB: Organizational Effects on			<b>900</b> OB: International		
HR: Harris		← AAA: Placement Services									
HR: Inman		<b>676</b> GDO/CAR: The Transition to Motherhood									
HR: Int'l Ballroom South		<b>652</b> AAS: Org Trust & Public Concern				<b>777</b> GDO/BNP/MED: Diversity			<b>868</b> GDO: GDO Town Hall		→
HR: International North - CM 1						<b>767</b> CM: Negotiator Cognition					
HR: International North - MC						<b>802</b> MC: Consulting Insights					
HR: International North - MED 1						<b>805</b> MED: Practices to Enhance					
HR: International North - MED 2						<b>806</b> MED: Tools & Approaches to					
HR: Kennesaw		<b>678</b> GDO/OB: Workplace Diversity							<b>869</b> GDO: Stigmatized Groups		
HR: Lenox		<b>675</b> GDO: Social Construction				<b>775</b> GDO: "Life-Friendly"			<b>870</b> GDO: And Justice for All?		
HR: Manila		<b>682</b> HR: Off-shoring, Outsourcing, a ...				<b>782</b> HR: Downsizing: Antecedents			<b>874</b> HR: Fairness and Justice		
HR: Montreal		<b>704</b> MC: Consulting Field Lessons				<b>803</b> MC/HR: Consultants in			<b>892</b> MC: Advances in		→
HR: Piedmont		<b>714</b> OB: Goals and Goal Orientations				<b>818</b> OB: Group Effectiveness			<b>901</b> OB: Group Dynamics		
HR: Pre-function Area - Member		← AAA: Membership									
HR: Pre-function Area - Reg.		← AAA: Registration									
HR: Regency V - Table A1		<b>692</b> IP: Decision Making				<b>790</b> IP: Managerial Human Capital			<b>881</b> IP: Impact of Identity		
HR: Regency V - Table A2		<b>693</b> IP: Trust in Alliances				<b>791</b> IP: Leader Differences			<b>882</b> IP: Territoriality		
HR: Regency V - Table A3		<b>694</b> IP: Impression Management				<b>792</b> IP: Leadership Theory			<b>883</b> IP: Optimism and Self-		
HR: Regency V - Table A4		<b>695</b> IP: Learning Systems				<b>793</b> IP: Boards of Directors			<b>884</b> IP: Social Capital in		

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

## 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		<b>696</b> IP: Organizational Effectiveness				<b>794</b> IP: (De)Legitimation				<b>885</b> IP: Strategic Legitimation	
HR: Regency VI - Table B2		<b>697</b> IP: Culture				<b>795</b> IP: Political Strategy				<b>886</b> IP: Organizational Norms	
HR: Regency VI - Table B3		<b>698</b> IP: Organization Learning				<b>796</b> IP: Team Effectiveness					
HR: Regency VI - Table B4		<b>699</b> IP: Commitment				<b>797</b> IP: Group Cognition				<b>887</b> IP: Shared Meaning	
HR: Regency VII - Table C1		<b>700</b> IP: Workplace Diversity				<b>798</b> IP: Leadership Theory				<b>888</b> IP: Adaptive Capability	
HR: Regency VII - Table C2		<b>701</b> IP: Isomorphism				<b>799</b> IP: Organizational Processes				<b>889</b> IP: Regional	
HR: Regency VII - Table C3		<b>702</b> IP: TMT and Organization Design				<b>800</b> IP: Justice				<b>890</b> IP: Interorganizational	
HR: Regency VII - Table C4		<b>703</b> IP: Construct Development				<b>801</b> IP: Systems Dynamics				<b>891</b> IP: Organizational	
HR: Roswell		<b>715</b> OB: Trust in Relationships				<b>819</b> OB: Social Network Effects				<b>902</b> OB: Justice in	
HR: Singapore		<b>683</b> HR: Training Outcomes: The Role ...				<b>783</b> HR: Training Outcomes: The				<b>875</b> HR: Socialization and	
HR: Spring		<b>707</b> MED: MED as a Personal Journey				<b>807</b> MED: Experiential Learning				<b>893</b> MED: Learning Across	
HR: Techwood						<b>808</b> MED: The Evolution of				<b>894</b> MED: Becoming An	
HR: University		<b>708</b> MED: Applying AI to Mgt Development				<b>809</b> MED: Creating Managers v				<b>903</b> OB: Innovation and	
HR: Vancouver		<b>705</b> MC: Knowledge Management Consult				<b>804</b> MC/ODC/RM: Collaborative					
HR: Vinings		<b>716</b> OB: Qualitative Studies: Leadership				<b>820</b> OB: Motivation				<b>904</b> OB: Stress and Burnout	

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

# Monday Evening, August 14, 2006

	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00	→
MT: Chablis & Picard											
MT: Cluster 1 - Copenhagen											
MT: Cluster 5 - Monte Carlo											
MT: Cluster 5 - Riviera											
MT: Garden Terrace											
MT: Imperial - Salon A											
MT: Imperial - Salon B											
MT: International 1											
MT: International 3											
MT: International 9											
MT: Marquis - Salon I											
MT: Marquis - Salon II											
MT: Marquis - Salon III											
MT: Marquis - Salon IV											
MT: Marquis Salon IV - OCIS											
MT: Rhine & Savoy											
MT: Rio Grande & MacKenzie											
MT: Tigris & Danube											
HI: Council/Cabinet Room											
HI: Crystal Ballroom A & F											
HI: Crystal Ballroom B & E											
HI: Crystal Ballroom C & D											
HI: Douglas											
HI: Grand Ballroom D											
HI: Grand Salon A											
HI: Monroe											
HI: Pool Deck											
HR: Centennial III & IV											
HR: Chicago C											
HR: Int'l Ballroom South											
HR: Montreal											
HR: Vancouver											
OS: MC - City Grill											

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



# Tuesday Morning, August 15, 2006

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

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

## 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				<b>1042</b> ODC: Innovation & Change				<b>1155</b> ODC: New Directions in ODC			
HI: Council/Cabinet Room				<b>986</b> ENT: Family Business				<b>1096</b> ENT: Governance & Family			
HI: Crystal Ballroom A & F				<b>1057</b> SIM: Corruption, Responsibility, MN				<b>1175</b> SIM: Stakeholder Theory			
HI: Crystal Ballroom B & E				<b>1058</b> SIM: Old Wine in New Bottles				<b>1176</b> SIM: Ethical Leadership			
HI: Crystal Ballroom C & D				<b>987</b> ENT: Networks & Social Capital				<b>1097</b> ENT: Networks and Alliances			
HI: DeKalb				<b>1043</b> ODC: Org Learning & Change				<b>1156</b> ODC: Change Practices			
HI: Douglas				<b>1055</b> PNP: Collaboration & Network Mgmt				<b>1171</b> PNP: Policy, Decisions &			
HI: Embassy Room				<b>993</b> HCM: Evidence-Based Management				<b>1104</b> HCM: Health Care Behavior			
HI: Grand Ballroom D				<b>970</b> AAS: Pshng Mentorg Bndrs: T & R							
HI: Grand Salon A				<b>1022</b> MED/CMS: Teaching CMS				<b>1158</b> ODC/OCIS/MOC: Discourse and			
HI: Grand Salon B				<b>1036</b> OB/MOC/OMT: Cognition and networks				<b>1147</b> OB/MOC/CAR: When Work is a			
HI: Grand Salon C				<b>1007</b> IM/OB/HR: Multicultural Teams				<b>1135</b> MOC/OB/HR: Managerial			
HI: Grand Salon D				<b>1026</b> MOC/OB/CAR: Enabling professional				<b>1148</b> OB/OMT/OCIS: Team			
HI: Grand Salon E				<b>1045</b> ODC/MC: Design Sciences and Consulting				<b>1115</b> IM/GDO/HR: Work-Family			
HI: Gwinnett				<b>994</b> HCM: Diffusion of Innovations				<b>1105</b> HCM/TIM: Innovation in Health			
HI: Jackson				<b>1044</b> ODC: Strategic Decision Making				<b>1157</b> ODC: Organizational			
HI: Jefferson				<b>988</b> ENT: The Self-Employment Decision				<b>1098</b> ENT: NVC: Region & Social			
HI: Madison				<b>1054</b> ONE: Envtl Mgmt Models				<b>1169</b> ONE: Pressures for Envtl			
HI: Monroe				<b>1056</b> PNP: Regulation & Organization Resp				<b>1172</b> PNP: Nonprofit HRM: Volunteers			
HI: Paulding				<b>1028</b> MSR: Measurement				<b>1136</b> MSR: Theology & Faith at Work			
HI: Roosevelt				<b>1024</b> MH: Transition and History				<b>1132</b> MH: Presidents and Founders			
HI: Washington				<b>989</b> ENT: The Power of Venture Capitalis				<b>1099</b> ENT: Venture Capital Process			
HR: Brussels				<b>980</b> CAU: Orgs & Knowledge (OAK) Group				<b>1090</b> CAU: Service-Learning			
HR: Cairo				<b>992</b> GDO/CAR: Women Above the Glass Ceiling				<b>1088</b> CAR: Organizational career			
HR: Chicago A								<b>1137</b> OB: International Lounge			
HR: Chicago C			<b>964</b> AAA: Atlanta 2006, LAC								→
HR: Geneva				<b>981</b> CAU: Arts Aesthetics & Organization				<b>1091</b> CAU: Strategic Foresight			
HR: Grand Hall				<b>1067</b> AAA: Exhibits							→
HR: Grand Hall - Break Area								<b>1075</b> Conf Break			
HR: Hanover A				<b>982</b> CM: Justice and Fairness				<b>1092</b> CM: Technology & Relationships			
HR: Hanover B				<b>995</b> HR: Validating FJA in Primary Care				<b>1106</b> HR: Future of HR Discipline			
HR: Hanover C				<b>983</b> CM/OB: Status and Power in Groups				<b>1093</b> CM: Relationship Conflict in			
HR: Hanover D				<b>1034</b> OB/CAR/MOC: Socialization Boundaries				<b>1146</b> OB/GDO: Examining Rater			
HR: Hanover E				<b>1029</b> OB: Leader personality and context				<b>1138</b> OB: Virtual Team Leadership			
HR: Hanover F				<b>996</b> HR: HR Strategy and Organizatio ...				<b>1107</b> HR: High Performance Work			
HR: Hanover G				<b>1073</b> OB: Lifetime Achievement				<b>1139</b> OB: Conflict in Organizations			
HR: Harris			<b>965</b> AAA: Placement Services								→
HR: Hong Kong				<b>966</b> GDO: Potential Diversity Hotbeds				<b>1102</b> GDO/HR/OMT: Recruiting a			
HR: Inman				<b>990</b> GDO: The Lonely Workplace				<b>1103</b> GDO/MED: Diversity Training			
HR: Int'l Ballroom South				<b>969</b> AAS: Dynamics of Industry Evolution							
HR: International North - CM 1								<b>1094</b> CM: Whistle-blowing and Justice			
HR: International North - GDO				<b>991</b> GDO: Issues of Race and Gender							
HR: International North - HR				<b>997</b> HR: Adjusting, Adapting & Learning							
HR: International North - MED 1								<b>1129</b> MED: Issues in Management			
HR: Kennesaw				<b>1065</b> GDO: Complexity of Race and				<b>1101</b> GDO: Women's Career Choices			
HR: Lenox				<b>1030</b> OB: Justice and OCBs				<b>1140</b> OB: OCBs in the supervisory			
HR: Manila				<b>1035</b> OB/MED: Evaluating Leader Development				<b>1141</b> OB: Leadership and			
HR: Montreal				<b>1020</b> MC: Client Consultant Relationship				<b>1128</b> MC: Consultant Relationships			
HR: Piedmont				<b>1037</b> OB/OMT: Immediate vs Delayed Feedback				<b>1142</b> OB: Power and Politics			
HR: Pre-function Area - Member				<b>1068</b> AAA: Membership							
HR: Pre-function Area - Reg.				<b>1069</b> AAA: Registration							
HR: Regency V - Table A1				<b>1008</b> IP: Decline				<b>1116</b> IP: Conflict in Negotiations			

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

## 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				<b>1009</b> IP: Culture and Organization				<b>1117</b> IP: Ethical Behavior			
HR: Regency V - Table A3				<b>1010</b> IP: Social Capital and Learning				<b>1118</b> IP: Absorptive Capacity			
HR: Regency V - Table A4				<b>1011</b> IP: Post-Merger Implementation				<b>1119</b> IP: New Product Development			
HR: Regency VI - Table B1				<b>1012</b> IP: Contingency Theory				<b>1120</b> IP: Flexible Organizations			
HR: Regency VI - Table B2				<b>1013</b> IP: RBV Definition of the Firm				<b>1121</b> IP: Agency and Strategy			
HR: Regency VI - Table B3				<b>1014</b> IP: Workplace Accomodation				<b>1122</b> IP: Agency Theory			
HR: Regency VI - Table B4				<b>1015</b> IP: Innovation Capability				<b>1123</b> IP: Multinationality &			
HR: Regency VII - Table C1				<b>1016</b> IP: Construct Measurement				<b>1124</b> IP: Team Effectiveness			
HR: Regency VII - Table C2				<b>1017</b> IP: Startups & Spinoffs				<b>1125</b> IP: CEO Turnover			
HR: Regency VII - Table C3				<b>1018</b> IP: RBV Theory				<b>1126</b> IP: Resource Dependence			
HR: Regency VII - Table C4				<b>1019</b> IP: Market Entry				<b>1127</b> IP: National Institutions			
HR: Roswell				<b>1031</b> OB: Big 5 Personality				<b>1143</b> OB: Deviant Behavior			
HR: Singapore				<b>998</b> HR: HR Administration: Structur ...				<b>1108</b> HR: Organizational Size and Gov			
HR: Spring				<b>1021</b> MED: How Leaders Learn				<b>1130</b> MED: Optimizing Mangement			
HR: Techwood				<b>1023</b> MED/IM: Emergent Paradigms in the ME				<b>1131</b> MED: Internships & Field			
HR: University				<b>1032</b> OB: Work-Family Conflict				<b>1144</b> OB: Non-Traditional Work			
HR: Vancouver				<b>979</b> CAR: Career Management				<b>1089</b> CAR: Career Books Publishing			
HR: Vinings				<b>1033</b> OB: Member-Team Relationships				<b>1145</b> OB: Diversity in Organizations			



*Senior Management* 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.

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

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



# Tuesday Afternoon, August 15, 2006 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00	→
HI: Grand Salon E						<b>1204</b> CM/OB: Social Psychological						
HI: Gwinnett						<b>1213</b> HCM: Professionals as			<b>1303</b> HCM/MOC:			
HI: Jackson						<b>1257</b> ODC: Measurement &			<b>1341</b> ODC: Distinguished			
HI: Jefferson						<b>1209</b> ENT: NVC: Industry & Social			<b>1299</b> ENT: Entrepreneurship &			
HI: Madison						<b>1269</b> ONE: NEW OB/ONE			<b>1350</b> ONE: Envtl Vision and			
HI: Monroe						<b>1270</b> PNP: Nonprofit Performance			<b>1351</b> PNP: Social Networks			
HI: Paulding						<b>1243</b> MSR: Distinguished Speaker			<b>1328</b> MSR: Business Meeting			
HI: Roosevelt						<b>1240</b> MH: Models and Viewpoints			<b>1325</b> MH: MH Business			
HI: Washington						<b>1210</b> ENT: VCs & Emerging						
HR: Brussels						<b>1200</b> CAU: Teaching Undergrads			<b>1292</b> CAU: Ethnic Minority			
HR: Cairo						<b>1198</b> CAR: Higher Ed. / Faculty			<b>1290</b> CAR: Career Decision			
HR: Centennial Ballroom	<b>1181</b> AAA: Presidential Luncheon											
HR: Chicago A						<b>1183</b> AAA: Membership Debriefing						
HR: Chicago C	← AAA: Atlanta 2006, LAC											→
HR: Geneva						<b>1201</b> CAU: Nonprofits & Social			<b>1293</b> CAU: Indigenous			
HR: Grand Hall	← AAA: Exhibits											
HR: Grand Hall - Break Area						<b>1280</b> AAA:						
HR: Hanover A						<b>1202</b> CM: Cognition, Identity &			<b>1294</b> CM: Race-Related Public			
HR: Hanover B						<b>1217</b> HR/MED: HR Education			<b>1304</b> HR: Recruitment in			
HR: Hanover C						<b>1203</b> CM: Conflict and Group			<b>1295</b> CM/OB: Jockeying for			
HR: Hanover D						<b>1252</b> OB/MOC: Emotion			<b>1334</b> OB/MOC: Emotion in			
HR: Hanover E						<b>1244</b> OB: Charismatic Leadership			<b>1329</b> OB: Prosocial Motivation			
HR: Hanover F						<b>1214</b> HR: HRM and Firm			<b>1305</b> HR: HRM Practices and			
HR: Hanover G						<b>1245</b> OB: Social Networks			<b>1330</b> OB: Leadership and			
HR: Harris	← AAA: Placement Services											
HR: Hong Kong						<b>1216</b> HR/BPS: Knowledge and			<b>1300</b> GDO: Who "Manages"			
HR: Inman						<b>1211</b> GDO: Improving Diversity			<b>1302</b> GDO/HR/OB: Workplace			
HR: Kennesaw						<b>1212</b> GDO: The Human Race?			<b>1301</b> GDO: Women on Boards			
HR: Lenox						<b>1246</b> OB: Personal Characteristics			<b>1331</b> OB: Decision-Making			
HR: Manila						<b>1247</b> OB: Psychological Contracts			<b>1336</b> OB/OMT: Information			
HR: Montreal						<b>1236</b> MC/OMT: Knowledge-based			<b>1322</b> MC: Knowledge and			
HR: Piedmont						<b>1248</b> OB: Leadership Development			<b>1337</b> OB/RM: Emotional			
HR: Pre-function Area - Reg.						<b>1182</b> AAA: Registration						
HR: Regency V - Table A1						<b>1224</b> IP: Institutional Constraints			<b>1311</b> IP: Social Capital and			
HR: Regency V - Table A2						<b>1225</b> IP: Firm Growth			<b>1312</b> IP: Entrepreneurial			
HR: Regency V - Table A3						<b>1226</b> IP: Learning and Innovation			<b>1313</b> IP: Strategy Process			
HR: Regency V - Table A4						<b>1227</b> IP: Social Exchange			<b>1314</b> IP: Ethics in Education			
HR: Regency VI - Table B1						<b>1228</b> IP: Pedagogy			<b>1315</b> IP: Affect in Conflict			
HR: Regency VI - Table B2						<b>1229</b> IP: Theory Development			<b>1316</b> IP: Emerging Economies			
HR: Regency VI - Table B3						<b>1230</b> IP: Capabilities in SMEs			<b>1317</b> IP: ENT Networks			
HR: Regency VI - Table B4						<b>1231</b> IP: CSR and Performance			<b>1318</b> IP: Diffusion of			
HR: Regency VII - Table C1						<b>1232</b> IP: Diversity Research			<b>1319</b> IP: Diversification			
HR: Regency VII - Table C2						<b>1233</b> IP: Hostile Work Environment			<b>1320</b> IP: Small Businesses			
HR: Regency VII - Table C3						<b>1234</b> IP: Self-Regulation			<b>1321</b> IP: Individual Differences			
HR: Regency VII - Table C4						<b>1235</b> IP: Connectedness Risk						
HR: Roswell						<b>1249</b> OB: Motivation through			<b>1332</b> OB: Leadership and			
HR: Singapore						<b>1215</b> HR: Social Desirability, Self-E			<b>1306</b> HR: Job Analysis and			
HR: Spring						<b>1237</b> MED: Teaching Strategic			<b>1323</b> MED: Enhancing			
HR: Techwood						<b>1238</b> MED: Ethics In Management			<b>1324</b> MED: Learning Across			
HR: University						<b>1250</b> OB: Leadership and Creativity			<b>1333</b> OB: Trusting Leaders			
HR: Vancouver						<b>1199</b> CAR: Career Success and			<b>1291</b> CAR: Voices of reality			
HR: Vinings						<b>1251</b> OB: Organizational Climates			<b>1335</b> OB/MOC: SMMs &			

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

## Tuesday Evening, August 15, 2006

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

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

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

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

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



*Changing Reflections of Management*  
 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.

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



All Academy Activities

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

Day	Start	#	Location	Session Information	
Fri	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	
	1:30pm	17	MT:Cluster 1 - Amsterdam	TTC: Supply Chain Mgt Active Learning	
		22	MT:International 4	ITC: Qualitative Research Methods	
		23	MT:International 3	AAM: Doing High Impact Research On China	
	2:00pm	24	MT:International 10	PTC: Academic Unit Head Workshop	
		25	HI:Crystal Ballroom A & F	TTC: Knowledge/Action Doctoral 1	
	3:00pm	26	HI:Paulding	ITC: Teaching Indigenous Management	
		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-Knowledge 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	
1:15pm		185	MT:Cluster 3 - Cabinet	ITC: Set-Theoretic Analysis Using QCA and Fs/QCA	
		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	

**Affiliate Activities & Committees**

<b>Day</b>	<b>Start</b>	<b>#</b>	<b>Location</b>	<b>Session Information</b>
<b>Sat</b>	6:00pm	<b>239</b>	HR:Regency VI	NDSC: New Doctoral Student Reception
	6:30pm	<b>244</b>	HI:Embassy Room	IAM: IAOM Business Meeting
<b>Sun</b>	7:30am	<b>248</b>	HR:Hanover F	ITC: Building Healthy Companies
	8:00am	<b>258</b>	MT:Chablis & Picard	ITC: Local and Global Interactions
		<b>259</b>	MT:Cluster 1 - Calgary	ITC: Interactive Teaching Methods
		<b>260</b>	MT:Cluster 1 - Madrid	TTC: Interactive Teaching Methods
		<b>261</b>	MT:Cluster 1 - Trinidad	ITC: Interactive Teaching Methods
		<b>263</b>	HR:Roswell	PTC: Build and Understand Your Own Teaching Philosophy
		<b>264</b>	HR:Kennesaw	MEN: Duality of Ethics In Mentoring
		<b>268</b>	MT:Champagne	ITC: International Networking
		<b>273</b>	MT:Cluster 3 - Zurich	TTC: Technology In Management Edu.
		<b>275</b>	MT:International 8	TTC: Teaching OMT
		<b>279</b>	MT:Imperial - Salon A	NDSC: Ask the Experts: Qualitative Methods
		8:30am	<b>281</b>	HI:Gwinnett
	9:00am	<b>296</b>	MT:International 6	PTC: Strategy As Practice
		<b>304</b>	MT:International B	NDSC: Cmplxity,Leadership&NatSecMgt
		<b>309</b>	HI:Embassy Room	PTC: Co-Producing Knowledge
	9:30am	<b>320</b>	HI:Monroe	PTC: Giving Research Feedback To Industry Partners
	10:00am	<b>323</b>	HI:Roosevelt	PTC: Doing Critical Applied Research
		<b>329</b>	MT:International 8	ITC: Strategies For Collecting Data Overseas
		<b>330</b>	HR:Inman	TTC: Comparing Mgt Ed Journals
		<b>331</b>	HR:Roswell	MEN: Meet The Best Reviewers
		<b>332</b>	HR:Techwood	TTC: Management and the Liberal Arts
		<b>340</b>	HI:Carter	PTC: Using Practice to Create Knowledge
		<b>341</b>	HI:Council Room	PTC: Offshoring and Global Labor
		<b>343</b>	MT:Imperial - Salon A	NDSC: Ask the Experts: Quantitative Methods
		10:30am	<b>349</b>	HR:Brussels
	<b>350</b>		HR:University	AAC: Southwest Academy of Management Officers Meeting
	<b>355</b>		HR:Hanover F	PTC: Management Consulting Communities of Practice
12:00pm	<b>366</b>	HI:Crystal Ballroom B & E	AAC: International Theme Committee Meeting	
12:30pm	<b>367</b>	HR:Brussels	AAC: Western Academy of Management Officers Meeting	
1:00pm	<b>371</b>	HI:Directors Room	AAC: Mentoring Committee Meeting	
1:30pm	<b>376</b>	HI:Crystal Ballroom C & D	AAC: Practice Theme Committee Meeting	
3:00pm	<b>390</b>	HI:Crystal Ballroom B & E	ITC: ITC - Carolyn Dexter Award Reception	
3:30pm	<b>412</b>	HR:Roswell	AAC: Southern AOM Meeting	
	<b>413</b>	HI:Crystal Ballroom C & D	AAC: Practice Theme Committee Welcoming Reception	
5:00pm	<b>418</b>	HI:Crystal Ballroom A & F	AAC: Asia Academy of Management Committee Meeting	
6:00pm	<b>423</b>	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	
	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 Mentoring Bndrs: T & R	
10:30am		1076	MT:International 7 MT:International 6	The Wal-Mart Effect on Business and Society Rise of the New Philanthropy	
		1184	MT:International 6	Management in an Age of Disruption	
2:30pm		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	<b>453</b>	MT:Marquis - Salon I	SHCS: Capital Markets and Strategy	
		<b>457</b>	MT:Marquis - Salon II	SHCS: Learning from Career Histories	
		<b>462</b>	HI:Grand Salon C	SHCS: Justice&Management Constructs	
		<b>463</b>	HI:Grand Salon A	SHCS: Analyzing Dyad & Group Data	
		<b>510</b>	HI:Grand Salon D	SHCS: Situated Practice in Online Communities	
		<b>528</b>	MT:Marquis - Salon III	SHCS: Cumulative Innovation	
	10:40am	<b>565</b>	MT:Marquis - Salon II	SHCS: Searching for the 'H' in Human Resource Management	
		<b>601</b>	HI:Grand Salon A	SHCS: Lessons from OD Luminaries	
		<b>615</b>	MT:Marquis - Salon III	SHCS: Membership and Status Motives	
		<b>617</b>	HI:Grand Salon D	SHCS: Leadership and Organizational Learning	
		<b>618</b>	HI:Grand Salon C	SHCS: Ethics and Social Exchange	
		<b>641</b>	HI:Grand Salon E	SHCS: Business and Violent Conflict	
	12:20pm	<b>662</b>	MT:Marquis - Salon III	SHCS: Dynamic Models of Competition	
		<b>663</b>	MT:Marquis - Salon I	SHCS: Evolution of Practices in MC	
		<b>670</b>	HI:Grand Salon C	SHCS: The Discursive Turn: So What?	
		<b>677</b>	HI:Grand Salon E	SHCS: Sexual Orientation at Work	
		<b>684</b>	HI:Grand Salon B	SHCS: International Assignments	
		<b>706</b>	HI:Grand Salon A	SHCS: New Forms of OD Consulting	
	2:30pm	<b>731</b>	HI:Grand Salon D	SHCS: The Pacing & Sequencing of Organizational Change	
		<b>776</b>	MT:Marquis - Salon I	SHCS: Women on Boards of Directors	
		<b>789</b>	HI:Grand Salon C	SHCS: Culture and Leadership	
		<b>810</b>	HI:Grand Salon E	SHCS: Where's The Reflection in Action Learning?	
		<b>822</b>	HI:Grand Salon B	SHCS: Does Others' Justice Matter?	
		<b>824</b>	HI:Grand Salon A	SHCS: Conflicting Emotions	
	Tue	8:30am	<b>829</b>	HI:Grand Salon D	SHCS: Business as Mutual Benefit
			<b>837</b>	MT:Marquis - Salon II	SHCS: Heterogeneity & Institution Theory
			<b>978</b>	MT:Marquis - Salon II	SHCS: Experience and Org Learning
<b>1006</b>			MT:Marquis - Salon I	SHCS: Leadership Across Cultures	
<b>1007</b>			HI:Grand Salon C	SHCS: Multicultural Teams	
<b>1022</b>			HI:Grand Salon A	SHCS: Teaching CMS	
<b>1026</b>			HI:Grand Salon D	SHCS: Enabling professional identity	
<b>1027</b>			MT:Imperial - Consulate	SHCS: Team Creativity	
10:30am		<b>1036</b>	HI:Grand Salon B	SHCS: Cognition and networks	
		<b>1041</b>	MT:Marquis - Salon III	SHCS: Online Community Design	
		<b>1045</b>	HI:Grand Salon E	SHCS: Design Sciences and Consulting	
		<b>1087</b>	MT:Marquis - Salon II	SHCS: Architecture of Capabilities	
		<b>1100</b>	MT:Marquis - Salon I	SHCS: Academic Entrepreneurship	
		<b>1115</b>	HI:Grand Salon E	SHCS: Work-Family Interface	
		<b>1135</b>	HI:Grand Salon C	SHCS: Managerial Intuition	
2:30pm	<b>1147</b>	HI:Grand Salon B	SHCS: When Work is a Calling		
	<b>1148</b>	HI:Grand Salon D	SHCS: New Directions in Team Leadership Research		
	<b>1158</b>	HI:Grand Salon A	SHCS: Discourse Perspectives on Organizational Change		
	<b>1204</b>	HI:Grand Salon E	SHCS: Social Psychological Outcomes		
	<b>1218</b>	HI:Grand Salon C	SHCS: Psychological Contracts		
	<b>1239</b>	HI:Grand Salon A	SHCS: Future of Management Education		
	<b>1259</b>	HI:Grand Salon D	SHCS: Service Innovation		
	<b>1268</b>	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	<b>482</b>	HR:Regency V - Table A1	IP: Sources and Consequences of Dynamic Capabilities
		<b>483</b>	HR:Regency V - Table A2	IP: Institutions and CSR
		<b>484</b>	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		<b>485</b>	HR:Regency V - Table A4	IP: Tech. & Industry Evolution
		<b>486</b>	HR:Regency VI - Table B1	IP: Research in Dynamic Capability
		<b>487</b>	HR:Regency VI - Table B2	IP: Group and Individual Sensemaking
		<b>488</b>	HR:Regency VI - Table B3	IP: Organizational Learning in Strategic Alliances
		<b>489</b>	HR:Regency VI - Table B4	IP: Perspectives on Strategic Outsourcing
		<b>490</b>	HR:Regency VII - Table C1	IP: Role and Impact of Conflict in Joint Ventures
		<b>491</b>	HR:Regency VII - Table C2	IP: Entry From and Into Foreign Markets
		<b>492</b>	HR:Regency VII - Table C3	IP: Knowledge Creation
		<b>493</b>	HR:Regency VII - Table C4	IP: Job Embeddedness and Turnover
			10:40am	<b>588</b>
<b>589</b>	HR:Regency V - Table A2			IP: Burnout and Work/Life Balance
<b>590</b>	HR:Regency V - Table A3			IP: Financial Incentives as Motivators?
<b>591</b>	HR:Regency V - Table A4			IP: Organization and Climate Impacts on Innovation
<b>592</b>	HR:Regency VI - Table B1			IP: Knowledge Capabilities
<b>593</b>	HR:Regency VI - Table B2			IP: Network Structure: Density, Size, Heterogeneity
<b>594</b>	HR:Regency VI - Table B3			IP: Social Capital in Networks
<b>595</b>	HR:Regency VI - Table B4			IP: Extended Relationships in Business Networks
<b>596</b>	HR:Regency VII - Table C1			IP: The Role of Social Ties in Knowledge Creation
<b>597</b>	HR:Regency VII - Table C2			IP: Workplace Deviant Behavior
<b>598</b>	HR:Regency VII - Table C3			IP: Exchange Theory
	12:20pm	<b>692</b>	HR:Regency V - Table A1	IP: Individual Differences in Decision Making
		<b>693</b>	HR:Regency V - Table A2	IP: Trust, Reputation and Interfirm Collaboration
		<b>694</b>	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		<b>695</b>	HR:Regency V - Table A4	IP: Intra-Organizational Learning Systems
		<b>696</b>	HR:Regency VI - Table B1	IP: Organizational Effectiveness
		<b>697</b>	HR:Regency VI - Table B2	IP: Epistemological Discussions on Culture
		<b>698</b>	HR:Regency VI - Table B3	IP: Organization Learning
		<b>699</b>	HR:Regency VI - Table B4	IP: Commitment
		<b>700</b>	HR:Regency VII - Table C1	IP: Workplace Diversity: A Discourse on Issues
		<b>701</b>	HR:Regency VII - Table C2	IP: Institutional Foundations of Isomorphism
		<b>702</b>	HR:Regency VII - Table C3	IP: TMT and Organization Design
	2:30pm	<b>790</b>	HR:Regency V - Table A1	IP: Managerial Human Capital
		<b>791</b>	HR:Regency V - Table A2	IP: Leader Differences
		<b>792</b>	HR:Regency V - Table A3	IP: Leadership: Theoretical Directions
		<b>793</b>	HR:Regency V - Table A4	IP: Board Structure and Role in Value Creation
		<b>794</b>	HR:Regency VI - Table B1	IP: The Sources and Consequences of (De)Legitimacy
		<b>795</b>	HR:Regency VI - Table B2	IP: Political Strategy
		<b>796</b>	HR:Regency VI - Table B3	IP: Team Effectiveness
		<b>797</b>	HR:Regency VI - Table B4	IP: Cognitive Processes in Group Settings
		<b>798</b>	HR:Regency VII - Table C1	IP: Explorations of New Leadership Models
		<b>799</b>	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
		<b>800</b>	HR:Regency VII - Table C3	IP: Organizational Justice
<b>801</b>	HR:Regency VII - Table C4	IP: Emergence in Systems Dynamics		

Day	Start	#	Location	Session Information
Mon	4:10pm	<b>881</b>	HR:Regency V - Table A1	IP: Sources and Consequence of Organizational Identity
		<b>882</b>	HR:Regency V - Table A2	IP: (In)Out Groups and Territoriality
		<b>883</b>	HR:Regency V - Table A3	IP: Hope, Optimism and Self-Regulation
		<b>884</b>	HR:Regency V - Table A4	IP: Social Capital in Careers
		<b>885</b>	HR:Regency VI - Table B1	IP: Strategic Choices in the Context of Legitimation
		<b>886</b>	HR:Regency VI - Table B2	IP: Diffusion of Organizational Norms
		<b>887</b>	HR:Regency VI - Table B4	IP: The Road to Developing Shared Meanings
		<b>888</b>	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations
		<b>889</b>	HR:Regency VII - Table C2	IP: Regional Entrepreneurship
		<b>890</b>	HR:Regency VII - Table C3	IP: Control Across Temporary Organizational Boundaries
		<b>891</b>	HR:Regency VII - Table C4	IP: Organizational Innovation
Tue	8:30am	<b>1008</b>	HR:Regency V - Table A1	IP: Decline: Context, Causes and Consequences
		<b>1009</b>	HR:Regency V - Table A2	IP: Culture and Organization
		<b>1010</b>	HR:Regency V - Table A3	IP: Social Capital and Learning
		<b>1011</b>	HR:Regency V - Table A4	IP: Post-Merger Implementation
		<b>1012</b>	HR:Regency VI - Table B1	IP: Contingency Theory
		<b>1013</b>	HR:Regency VI - Table B2	IP: A Resource Based Definition of the Firm?
		<b>1014</b>	HR:Regency VI - Table B3	IP: Critical Issues in Workplace Accommodation
		<b>1015</b>	HR:Regency VI - Table B4	IP: Innovation Capability and Technology Adaptation
		<b>1016</b>	HR:Regency VII - Table C1	IP: Theoretical Issues in Construct Measurement
		<b>1017</b>	HR:Regency VII - Table C2	IP: Startups, Spinoffs & Corporate Entrepreneurship
		<b>1018</b>	HR:Regency VII - Table C3	IP: RBV Theory
	<b>1019</b>	HR:Regency VII - Table C4	IP: Causes and Consequences of Market Entry Choices	
	10:30am	<b>1116</b>	HR:Regency V - Table A1	IP: Theories of Conflict in Negotiations with Examples
		<b>1117</b>	HR:Regency V - Table A2	IP: Ethical Behavior
		<b>1118</b>	HR:Regency V - Table A3	IP: Absorptive Capacity and Organizational Learning
		<b>1119</b>	HR:Regency V - Table A4	IP: Structural Issues in New Product Development
		<b>1120</b>	HR:Regency VI - Table B1	IP: Flexible Organizations
		<b>1121</b>	HR:Regency VI - Table B2	IP: Agency and Strategy
		<b>1122</b>	HR:Regency VI - Table B3	IP: Agency Theory
<b>1123</b>		HR:Regency VI - Table B4	IP: Multinationality & Performance	
2:30pm	<b>1124</b>	HR:Regency VII - Table C1	IP: Member Roles in Effective Teams	
	<b>1125</b>	HR:Regency VII - Table C2	IP: CEO Turnover: Antecedents and Consequences	
	<b>1126</b>	HR:Regency VII - Table C3	IP: Applications of Resource Dependence Theory	
	<b>1127</b>	HR:Regency VII - Table C4	IP: National Institutions	
	<b>1224</b>	HR:Regency V - Table A1	IP: Institutional Constraints	
	<b>1225</b>	HR:Regency V - Table A2	IP: Firm Growth	
	<b>1226</b>	HR:Regency V - Table A3	IP: The Link Between Learning and Innovation	
	<b>1227</b>	HR:Regency V - Table A4	IP: Applications of Social Exchange Theory	
	<b>1228</b>	HR:Regency VI - Table B1	IP: Pedagogical Innovations in Management Education	
	<b>1229</b>	HR:Regency VI - Table B2	IP: Critical Approaches to Theory Development	
<b>1230</b>	HR:Regency VI - Table B3	IP: Capabilities in SMEs		
<b>1231</b>	HR:Regency VI - Table B4	IP: Social Responsibility and Firm Performance		
<b>1232</b>	HR:Regency VII - Table C1	IP: Theoretical Conversations in Diversity Research		
<b>1233</b>	HR:Regency VII - Table C2	IP: Deviance and Hostile Work Environments		
<b>1234</b>	HR:Regency VII - Table C3	IP: Self-Regulation and Job Performance		
<b>1235</b>	HR:Regency VII - Table C4	IP: Managing Connectedness Risk in Organizations		
4:10pm	<b>1311</b>	HR:Regency V - Table A1	IP: Social Capital Impact on Leadership Potential	
	<b>1312</b>	HR:Regency V - Table A2	IP: Entrepreneurial Cognition and New Venturing	
	<b>1313</b>	HR:Regency V - Table A3	IP: Strategy Process	
	<b>1314</b>	HR:Regency V - Table A4	IP: Ethics in Education	
	<b>1315</b>	HR:Regency VI - Table B1	IP: Affect in Conflict	
	<b>1316</b>	HR:Regency VI - Table B2	IP: Entrepreneurship in Emerging Economies	
	<b>1317</b>	HR:Regency VI - Table B3	IP: Entrepreneurial Networks	
	<b>1318</b>	HR:Regency VI - Table B4	IP: Diffusion of Innovation	
	<b>1319</b>	HR:Regency VII - Table C1	IP: Diversification	
	<b>1320</b>	HR:Regency VII - Table C2	IP: Small Businesses	
	<b>1321</b>	HR:Regency VII - Table C3	IP: Individual Differences in ENT	

# 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
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	SPDW: Building Healthy Companies
		8:00am	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: Cmplxity,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	SPDW: Sustainable Entrepreneurship	
		328	HR:Piedmont	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	MT:Marquis Salon IV - BPS 1	New Ventures: The Visual Founder ☹		
		592	HR:Regency VI - Table B1	IP: Knowledge Capabilities		
		595	HR:Regency VI - Table B4	IP: Extended Relationships in Business Networks		
		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		
		1008	HR:Regency V - Table A1	IP: Decline: Context, Causes and Consequences		
		1010	HR:Regency V - Table A3	IP: Social Capital and Learning		
		1012	HR:Regency VI - Table B1	IP: Contingency Theory		
		1013	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		
		1018	HR:Regency VII - Table C3	IP: RBV Theory		
		1019	HR:Regency VII - Table C4	IP: Causes and Consequences of Market Entry Choices		
		1047	MT:Rio Grande & MacKenzie	JS: Perspectives of Performance		
		1062	MT:Cluster 5 - Monte Carlo	JS: TMTs and Innovation		
		9:00am		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

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

Program Chair: Barbara A. Ribbens, Western Illinois U.

Professional Development Workshop Chair: Jon P. Briscoe, Northern Illinois U.

Professional Development Workshop Chair: Suzanne C. De Janasz, U. of Mary Washington

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
	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
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
		323	HI:Roosevelt	SPDW: Doing Critical Applied Research
10:00am	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	



Careers

Day	Start	#	Location	Session Information
	2:30pm	<b>1198</b>	HR:Cairo	Higher Ed. / Faculty Careers
		<b>1199</b>	HR:Vancouver	Career Success and Workaholism
	4:10pm	<b>1290</b>	HR:Cairo	Career Decision and Transition
		<b>1291</b>	HR:Vancouver	Voices of reality
	5:30pm	<b>1361</b>	HR:Cairo	CAR Business Meeting
	6:30pm	<b>1376</b>	HR:Vancouver	CAR Social Gathering
<b>Wed</b>	8:20am	<b>1386</b>	HR:Cairo	JS: Problems with Mentoring
		<b>1387</b>	HR:Inman	JS: Diversity Resistance Revisited
	10:40am	<b>1452</b>	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	
<b>Fri</b>	5:30pm	<b>43</b>	HR:Vinings	Doctoral Student Consortium	
<b>Sat</b>	8:30am	<b>102</b>	MT:International 4	SPDW: Advanced Social Networks	
	9:00am	<b>108</b>	HR:Hanover F	CM Doctoral Student Consortium	
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy	
	3:30pm	<b>217</b>	HR:Roswell	SPDW: Teaching Negotiations	
<b>Sun</b>	9:00am	<b>300</b>	HR:Regency V	Diversity And Fairness In Teams	
		<b>301</b>	HR:Regency VI	SPDW: Negotiating Your 1st Job	
	11:00am	<b>360</b>	HR:Spring	SPDW: How to Do Negotiation Training in Companies	
<b>Mon</b>	8:30am	<b>460</b>	HR:Hanover A	Social Comparison & Accounts	
		<b>461</b>	HR:Hanover C	Negotiation Fortune Reversals	
		<b>462</b>	HI:Grand Salon C	SHCS: Justice&Management Constructs	
		<b>463</b>	HI:Grand Salon A	SHCS: Analyzing Dyad & Group Data	
	10:40am	<b>561</b>	HR:Hanover A	Deviance and Incivility	
		<b>562</b>	HR:Hanover C	Engendering Trust	
		<b>563</b>	HR:International North - CM 1	Organizational Conflict	
		<b>564</b>	HR:International North - CM 2	International Conflict	
		<b>615</b>	MT:Marquis - Salon III	SHCS: Membership and Status Motives	
		<b>618</b>	HI:Grand Salon C	SHCS: Ethics and Social Exchange	
		<b>641</b>	HI:Grand Salon E	SHCS: Business and Violent Conflict	
	12:20pm	<b>666</b>	HR:Hanover A	CM Division Lounge	
		<b>667</b>	HR:Hanover C	JS: Administrative Responses to Injustice	
		<b>717</b>	HR:Hanover D	JS: Asymmetric Group Processes: Roots and Implications	
	2:30pm	<b>765</b>	HR:Hanover A	Involving Third Parties	
		<b>766</b>	HR:Hanover C	Trust, Distrust, and Relationship Repair	
		<b>767</b>	HR:International North - CM 1	Negotiator Cognition	
		<b>821</b>	HR:Hanover D	JS: Socialization and Deviance	
		<b>822</b>	HI:Grand Salon B	SHCS: Does Others' Justice Matter?	
		<b>824</b>	HI:Grand Salon A	SHCS: Conflicting Emotions	
	4:10pm	<b>863</b>	HR:Hanover A	Negotiation Processes	
	<b>864</b>	HR:Hanover C	JS: Forgiving Workplace Offenses		
	<b>888</b>	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations		
<b>Tue</b>	8:30am	<b>982</b>	HR:Hanover A	Justice and Fairness	
		<b>983</b>	HR:Hanover C	JS: Status and Power in Groups	
	10:30am	<b>1092</b>	HR:Hanover A	Technology & Workplace Relationships	
		<b>1093</b>	HR:Hanover C	Relationship Conflict in Groups and Teams	
		<b>1094</b>	HR:International North - CM 1	Whistle-blowing, Voice, and Justice	
		<b>1116</b>	HR:Regency V - Table A1	IP: Theories of Conflict in Negotiations with Examples	
		<b>1124</b>	HR:Regency VII - Table C1	IP: Member Roles in Effective Teams	
	2:30pm	<b>1202</b>	HR:Hanover A	Social Perception, Identity, and Networks	
		<b>1203</b>	HR:Hanover C	Conflict and Group Diversity	
		<b>1204</b>	HI:Grand Salon E	SHCS: Social Psychological Outcomes	
	4:10pm	<b>1294</b>	HR:Hanover A	Race-Related Public Concerns	
		<b>1295</b>	HR:Hanover C	JS: Jockeying for Position	
		<b>1314</b>	HR:Regency V - Table A4	IP: Ethics in Education	
		<b>1315</b>	HR:Regency VI - Table B1	IP: Affect in Conflict	
	5:45pm	<b>1370</b>	HR:Hanover A	Conflict Management (CM) Division Business Meeting	
	6:45pm	<b>1379</b>	HR:Hanover C	Conflict Management (CM) Division Social Hour	
	<b>Wed</b>	8:30am	<b>1389</b>	HR:Hanover A	Negotiator Characteristics
			<b>1390</b>	HR:Hanover C	Behavioral Integrity
		<b>1415</b>	HR:Hanover D	JS: Ethics and Workplace Deviance	
10:40am		<b>1453</b>	HR:Hanover A	Collaboration and Cooperation	
		<b>1454</b>	HR:Hanover C	JS: Nomological Network of Justice	

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# Critical Management Studies

Program Chair: Bill Cooke, U. of Manchester  
 Professional Development Workshop Chair: Albert J. Mills, St. Mary's U.  
 Professional Development Workshop Chair: Jean Helms Mills, St. Mary's U.

Day	Start	#	Location	Session Information
Fri	1:00pm	<b>6</b>	HI:Roosevelt	SPDW: Critical Responses To Katrina
	1:30pm	<b>22</b>	MT:International 4	SPDW: Qualitative Research Methods
Sat	8:00am	<b>68</b>	HR:Hanover G	CMS Doctoral Consortium
		<b>74</b>	HR:Lenox	SPDW: Racioethnic Scholarship
		<b>80</b>	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions
		<b>88</b>	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	9:45am	<b>129</b>	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Cooperation
	10:00am	<b>135</b>	MT:International 10	SPDW: Power In Institutional Theory
	2:00pm	<b>199</b>	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response
		<b>201</b>	MT:Cluster 2 - Magnolia	SPDW: Philosophies Of Organizational Research
	5:30pm	<b>231</b>	HI:Crystal Ballroom A & F	CMS Welcome Reception
	Sun	8:00am	<b>253</b>	HI:DeKalb
9:00am		<b>302</b>	HI:Club Room	Faculty Unionization: Weathering The Perfect Storm
10:00am		<b>322</b>	HI:Jefferson	The Uneasy Marriage Between Feminism and CMS
		<b>323</b>	HI:Roosevelt	SPDW: Doing Critical Applied Research
		<b>324</b>	HI:DeKalb	SPDW: Dark Side Case Competition V
		<b>330</b>	HR:Inman	SPDW: Comparing Mgt Ed Journals
		<b>332</b>	HR:Techwood	SPDW: Management and the Liberal Arts
10:30am		<b>351</b>	HI:Club Room	Can Action Research Be Critical
		<b>352</b>	HI:Directors Room	SPDW: Teaching Through Images Of The Multinational Firm:
6:00pm		<b>424</b>	HI:Crystal Ballroom B & E	CMS Social Event
Mon	8:30am	<b>464</b>	MT:Marquis Salon IV - CMS	Critical Management Studies - Visual Session 
		<b>465</b>	MT:Tigris & Danube	Encounters with Globalization(s) and Empire(s)
	10:40am	<b>565</b>	MT:Marquis - Salon II	SHCS: Searching for the 'H' in Human Resource Management
		<b>566</b>	MT:Tigris & Danube	JS: Resisting the Frame
		<b>591</b>	HR:Regency V - Table A4	IP: Organization and Climate Impacts on Innovation
	12:20pm	<b>668</b>	MT:Cluster 4 - Yukon	Critical Understandings of Power in Organizations
		<b>669</b>	MT:Tigris & Danube	Contemporary Capitalism and Globalism
		<b>670</b>	HI:Grand Salon C	SHCS: The Discursive Turn: So What?
		<b>697</b>	HR:Regency VI - Table B2	IP: Epistemological Discussions on Culture
		<b>703</b>	HR:Regency VII - Table C4	IP: Construct Development
	2:30pm	<b>768</b>	MT:Tigris & Danube	Analyses and Critiques of Work and Workplaces
		<b>769</b>	MT:Cluster 4 - Yukon	JS: Local Solidarity
		<b>776</b>	MT:Marquis - Salon I	SHCS: Women on Boards of Directors
<b>792</b>		HR:Regency V - Table A3	IP: Leadership: Theoretical Directions	
<b>810</b>		HI:Grand Salon E	SHCS: Where's The Reflection in Action Learning?	
4:10pm	<b>923</b>	HI:Roosevelt	JS: Bowen's Contribution to CSR	
	<b>1497</b>	MT:International 6	JS: A New Compact for Workers	
6:00pm	<b>941</b>	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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# 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	<b>5</b>	MT:Marquis - Salon IV	SPDW: Future of Resource-based View	
		<b>7</b>	MT:International B	Research on Women's ENT	
		<b>8</b>	OS:Georgia Tech U	ENT New Faculty Consortium	
		<b>9</b>	OS:Georgia Tech U.	ENT Doctoral Student Consortium	
	1:30pm	<b>22</b>	MT:International 4	SPDW: Qualitative Research Methods	
	2:45pm	<b>28</b>	MT:International B	Family Business as a Field of Study	
3:00pm	<b>30</b>	HI:DeKalb	SPDW: Social Enterprise Networks		
3:30pm	<b>35</b>	MT:Cluster 4 - Rio Grande	Small v High Growth Vent. Educ		
Sat	8:00am	<b>69</b>	MT:Champagne	Award Winning ENT Teachers	
		<b>70</b>	OS:Georgia Tech U	ENT New Faculty Consortium	
		<b>71</b>	OS:Georgia Tech U.	ENT Doctoral Student Consortium	
		<b>78</b>	HI:Crystal Ballroom C & D	SPDW: Spiritual Entrepreneurship	
	9:00am	<b>109</b>	MT:Cluster 2 - Magnolia	Learning Entrepreneurship	
		<b>110</b>	HR:Singapore	SPDW: HR/OB/ENT Research Incubator	
		<b>111</b>	HI:Council/Cabinet Room	SPDW: Polar Winds to Tropical Breeze	
	10:30am	<b>138</b>	MT:Champagne	SPDW: Global Social Entrepreneurship	
	11:00am	<b>143</b>	MT:Cluster 1 - Copenhagen	Exit Strategies for Entrep'rs	
		<b>144</b>	MT:Cluster 2 - Magnolia	"How To Change The World"	
	11:30am	<b>148</b>	HR:Roswell	SPDW: Leadership Emotions	
	12:00pm	<b>153</b>	MT:International 4	ENT Endowed Chairs Luncheon	
	1:00pm	<b>162</b>	MT:Cluster 1 - Stockholm	Research Design and Methods Workshop	
	1:30pm	<b>193</b>	HR:University	SPDW: Leadership of Networks and Alliances	
	2:00pm	<b>196</b>	MT:Cluster 1 - Copenhagen	SPDW: Resourcefulness in ENT Firms	
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy	
	4:00pm	<b>221</b>	MT:Cluster 2 - Magnolia	International ENT PhDs	
	6:00pm	<b>236</b>	OS:Fox Theatre	Entrepreneurship Division Social	
	Sun	8:00am	<b>254</b>	MT:Cluster 2 - Magnolia	Doctoral Students / New Faculty Consortia
			<b>255</b>	MT:International 10	SPDW: Emergent Themes In Entrepreneurship Research
<b>271</b>			MT:Cluster 3 - Cabinet	SPDW: Intersections: Entrepreneurship	
9:00am		<b>305</b>	HI:Directors Room	SPDW: Political Savvy in Organizational Politics	
9:30am		<b>314</b>	MT:International 10	Method And Panel Data In ENT	
		<b>316</b>	MT:International C	SPDW: Anticipation	
10:00am		<b>325</b>	MT:Cluster 2 - Magnolia	ENT Doctoral Student Consortium	
		<b>326</b>	MT:Cluster 3 - London	SPDW: Entrepreneurship & Research Methods	
		<b>327</b>	MT:Cluster 3 - State	SPDW: Sustainable Entrepreneurship	
Mon		8:30am	<b>466</b>	HI:Council/Cabinet Room	Starting New Ventures
	<b>467</b>		HI:Crystal Ballroom C & D	Entrepreneurial Strategy	
	<b>468</b>		HI:Embassy Room	Entrepreneurship Theory	
	<b>469</b>		HI:Washington	Corporate Venturing & Spin-offs	
	<b>519</b>		MT:International 2	JS: Governance in Family Firms	
	10:40am	<b>567</b>	HI:Council/Cabinet Room	Risk Perception and Other Individual Differences	
		<b>568</b>	HI:Crystal Ballroom C & D	Entrepreneurial Exits	
		<b>569</b>	HI:Embassy Room	Revisiting Entrepreneurship Theories	
		<b>570</b>	HI:Washington	Corporate Entrepreneurship	
	12:20pm	<b>671</b>	HI:Council/Cabinet Room	Entrepreneurial Cognition	
		<b>672</b>	HI:Embassy Room	Entrepreneurship in China	
		<b>673</b>	HI:Washington	Governance in Entrepreneurial Firms	
<b>674</b>		HI:Crystal Ballroom C & D	JS: Womenpreneur Best Practices		

Day	Start	#	Location	Session Information
Mon	2:30pm	<b>770</b>	HI:Council/Cabinet Room	Opportunity Identification
		<b>771</b>	HI:Crystal Ballroom C & D	Entrepreneurship and Academe
		<b>772</b>	HI:Embassy Room	Taking New Ventures International
		<b>773</b>	HI:Washington	Individual Differences in the Self-Employed
		<b>774</b>	HI:Douglas	JS: Leading Open Innovation
		<b>799</b>	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
	4:10pm	<b>865</b>	HI:Council/Cabinet Room	Entrepreneurial Marketing
		<b>866</b>	HI:Embassy Room	NV and International Growth
		<b>867</b>	HI:Washington	Self-Efficacy and Other Individual Differences
	5:30pm	<b>932</b>	HI:Council/Cabinet Room	All Division Meeting
6:30pm	<b>947</b>	HI:Crystal Ballroom C & D	Entrepreneurship Division Reception	
Tue	8:30am	<b>986</b>	HI:Council/Cabinet Room	Family Business
		<b>987</b>	HI:Crystal Ballroom C & D	Networks and Social Capital
		<b>988</b>	HI:Jefferson	The Self-Employment Decision
		<b>989</b>	HI:Washington	The Power of Venture Capitalists
		<b>1017</b>	HR:Regency VII - Table C2	IP: Startups, Spinoffs & Corporate Entrepreneurship
	10:30am	<b>1096</b>	HI:Council/Cabinet Room	Governance in Family Business
		<b>1097</b>	HI:Crystal Ballroom C & D	Networks and Alliances
		<b>1098</b>	HI:Jefferson	NVC: Region & Social Influence
		<b>1099</b>	HI:Washington	Venture Capital Process
		<b>1100</b>	MT:Marquis - Salon I	SHCS: Academic Entrepreneurship
	2:30pm	<b>1207</b>	HI:Council/Cabinet Room	International Family Business
		<b>1208</b>	HI:Crystal Ballroom C & D	Venture Structure and Venture Boundaries
		<b>1209</b>	HI:Jefferson	NVC: Industry & Social Influence
		<b>1210</b>	HI:Washington	Venture Capital and Emerging Technology
	4:10pm	<b>1298</b>	HI:Crystal Ballroom C & D	Social Entrepreneurship
		<b>1299</b>	HI:Jefferson	Entrepreneurship and Economic Development
		<b>1312</b>	HR:Regency V - Table A2	IP: Entrepreneurial Cognition and New Venturing
		<b>1316</b>	HR:Regency VI - Table B2	IP: Entrepreneurship in Emerging Economies
		<b>1317</b>	HR:Regency VI - Table B3	IP: Entrepreneurial Networks
		<b>1320</b>	HR:Regency VII - Table C2	IP: Small Businesses
<b>1321</b>		HR:Regency VII - Table C3	IP: Individual Differences in ENT	
<b>1348</b>		MT:International 2	JS: Dot Com Entrepreneurship	
5:30pm	<b>1362</b>	HI:Council/Cabinet Room	Reviewer Reception	
Wed	8:30am	<b>1392</b>	HI:Council/Cabinet Room	Entrepreneurship Abroad
		<b>1393</b>	HI:Crystal Ballroom C & D	Small Business Management
		<b>1394</b>	HI:Madison	Incubation and Other New Venture Help
		<b>1395</b>	HI:Washington	Investors and the Balance of Power
	10:40am	<b>1456</b>	HI:Council/Cabinet Room	Founders and New Venture Strategy
		<b>1457</b>	HI:Crystal Ballroom C & D	New Venture Growth
		<b>1458</b>	HI:Madison	Government Influences on NVC
		<b>1459</b>	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	
		470	HR:Lenox	The Way It Is?	
	8:30am	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	
		664	HR:Cairo	JS: Whole Leader Development	
	12:20pm	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
<b>Mon</b>	6:20pm	<b>946</b>	HR: Int'l Ballroom South	Business Meeting and Awards Presentation
	7:30pm	<b>959</b>	MT: Marquis - Salon I	Gender and Diversity in Organizations Social Hour
<b>Tue</b>	8:10am	<b>966</b>	HR: Hong Kong	Potential Diversity Hotbeds
	8:30am	<b>990</b>	HR: Inman	The Lonely Workplace
		<b>991</b>	HR: International North - GDO	Issues of Race and Gender ☹
		<b>992</b>	HR: Cairo	JS: Women Above the Glass Ceiling
	8:50am	<b>1065</b>	HR: Kennesaw	Complexity of Race and Gender
	10:30am	<b>1101</b>	HR: Kennesaw	Women's Career Choices: Moving Up, Over, and Out
		<b>1102</b>	HR: Hong Kong	JS: Recruiting a Diverse Workforce
		<b>1103</b>	HR: Inman	JS: Diversity Training Research
		<b>1115</b>	HI: Grand Salon E	SHCS: Work-Family Interface
		<b>1146</b>	HR: Hanover D	JS: Examining Rater Agreement
	2:30pm	<b>1211</b>	HR: Inman	Improving Diversity Training
		<b>1212</b>	HR: Kennesaw	The Human Race?
		<b>1224</b>	HR: Regency V - Table A1	IP: Institutional Constraints
<b>1232</b>		HR: Regency VII - Table C1	IP: Theoretical Conversations in Diversity Research	
<b>1233</b>		HR: Regency VII - Table C2	IP: Deviance and Hostile Work Environments	
4:10pm	<b>1300</b>	HR: Hong Kong	Who "Manages" Diversity?	
	<b>1301</b>	HR: Kennesaw	Women on Boards	
	<b>1302</b>	HR: Inman	JS: Workplace Discrimination	
	<b>1311</b>	HR: Regency V - Table A1	IP: Social Capital Impact on Leadership Potential	
<b>Wed</b>	8:20am	<b>1387</b>	HR: Inman	JS: Diversity Resistance Revisited
	8:30am	<b>1396</b>	HR: Kennesaw	The Balancing Act
	10:40am	<b>1460</b>	HR: Inman	Gender and Leadership
<b>1461</b>		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
<b>Fri</b>	1:30pm	<b>22</b>	MT:International 4	SPDW: Qualitative Research Methods
<b>Sat</b>	8:00am	<b>73</b>	MT:Cluster 1 - Amsterdam	SPDW: Katrina Social Issues
		<b>75</b>	HI:Jackson	HCM PDW Continental Breakfast
		<b>88</b>	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	8:30am	<b>95</b>	HI:Jackson	Tactics for Teaching
		<b>96</b>	HI:Madison	Qualitative Research: The Agony and the Ecstasy
	10:00am	<b>137</b>	HI:Washington	SPDW: Doing Research In Government
	10:30am	<b>139</b>	HI:Madison	SPDW: Embracing the Teacher/Scholar Model
	1:00pm	<b>163</b>	HI:Jackson	Teaching Workshop
		<b>164</b>	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy
	3:00pm	<b>209</b>	HI:Jackson	Doctoral Student Strategies
		<b>210</b>	HI:Madison	Measuring Implementation
	4:00pm	<b>224</b>	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Response from Industry
	5:30pm	<b>232</b>	HI:Crystal Ballroom C & D	HCM Pre-Conference PDW Reception
	<b>Sun</b>	8:00am	<b>257</b>	HI:Jackson
8:30am		<b>285</b>	HI:Jackson	External Funding
		<b>286</b>	HI:Madison	SPDW: Growth Curve Modeling for Management Research
9:00am		<b>296</b>	MT:International 6	SPDW: Strategy As Practice
10:00am		<b>331</b>	HR:Roswell	SPDW: Meet The Best Reviewers
10:30am		<b>353</b>	HI:Jackson	Publishing in Health Care
		<b>354</b>	HI:Madison	Collaborative Research
<b>Mon</b>	8:30am	<b>472</b>	HI:Gwinnett	Health Care Management Division Business Meeting
		<b>486</b>	HR:Regency VI - Table B1	IP: Research in Dynamic Capability
	10:40am	<b>574</b>	HI:DeKalb	Applying Institutional Theory to Health Care
		<b>575</b>	HI:Gwinnett	JS: Physician-Patient Relationship
	12:20pm	<b>679</b>	HI:Board & Directors - HCM	Health Care Management: A Sampler
		<b>698</b>	HR:Regency VI - Table B3	IP: Organization Learning
	1:00pm	<b>745</b>	HI:DeKalb	Quality Measurement: Promises and Pitfalls
		<b>746</b>	HI:Gwinnett	Nursing Workforce and Culture
	2:30pm	<b>778</b>	HI:DeKalb	Power of the Patient in Health Care
		<b>779</b>	HI:Gwinnett	JS: Culture, Change & Performance
		<b>797</b>	HR:Regency VI - Table B4	IP: Cognitive Processes in Group Settings
4:10pm	<b>871</b>	HI:Gwinnett	HCM Dist. Speaker: McDaniel	
	<b>888</b>	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations	
6:00pm	<b>942</b>	HI:Pool Deck	HCM Division Social	
<b>Tue</b>	8:30am	<b>993</b>	HI:Embassy Room	Evidence-Based Management in Health Care
		<b>994</b>	HI:Gwinnett	Diffusion of Innovations in Health Care
		<b>1019</b>	HR:Regency VII - Table C4	IP: Causes and Consequences of Market Entry Choices
	10:30am	<b>1104</b>	HI:Embassy Room	Macro-Level Influences on Health Care Behavior
		<b>1105</b>	HI:Gwinnett	JS: Innovation Value Chains in Health Care
	2:30pm	<b>1213</b>	HI:Gwinnett	Professionals as Employees
	4:10pm	<b>1303</b>	HI:Gwinnett	JS: Organizational Resilience
		<b>1319</b>	HR:Regency VII - Table C1	IP: Diversification
<b>Wed</b>	8:30am	<b>1397</b>	HI:Gwinnett	The Social Construction of Medical Work
	10:40am	<b>1462</b>	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	<b>11</b>	HR:Hanover C	SPDW: Revision And Resubmission
	1:30pm	<b>22</b>	MT:International 4	SPDW: Qualitative Research Methods
	2:00pm	<b>27</b>	MT:Imperial - Summit	SPDW: Structural Equation Modeling with LISREL
Sat	7:30am	<b>60</b>	HR:Hanover D	HR Doctoral Student Consortium
	8:00am	<b>88</b>	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	8:30am	<b>93</b>	MT:International 2	SPDW: Scholars And Practitioners
		<b>97</b>	HR:Manila	SPDW: Teaching HR Metrics
		<b>110</b>	HR:Singapore	SPDW: HR/OB/ENT Research Incubator
	9:00am	<b>111</b>	HI:Council/Cabinet Room	SPDW: Polar Winds to Tropical Breeze
		<b>121</b>	MT:Imperial - Summit	SPDW: Multilevel Constructs & Theory
		<b>123</b>	HR:Hong Kong	SHRM Focus on Students
	9:30am	<b>128</b>	MT:Chablis & Picard	SPDW: Interaction/Moderating Effects
		<b>154</b>	HR:Hong Kong	Networking Lunch Sponsored by the SHRM
	12:00pm	<b>161</b>	HR:Cairo	SPDW: Researching Careers Worldwide
	1:00pm	<b>165</b>	HR:Kennesaw	HR Innovative Teaching Award
		<b>166</b>	HR:Montreal	HR and Internationalization
		<b>167</b>	HR:Hong Kong	SPDW: SHRM Focus On Research
		<b>168</b>	HR:Singapore	SPDW: HR Research In Classrooms
		<b>169</b>	HR:Hanover A	SPDW: Junior Faculty Consortium (HR Division)
		<b>176</b>	HR:Techwood	SPDW: Teaching With Technology
		<b>186</b>	MT:Cluster 5 - South Hampton	SPDW: Latent Growth Modeling
		<b>190</b>	HR:Regency VII	SPDW: HR VPs' Concerns; HR Research
	1:30pm	<b>195</b>	MT:Cluster 3 - London	SPDW: Hierarchical Linear Modeling
<b>205</b>		MT:International 10	SPDW: Stakeholders and Strategy	
2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy	
3:00pm	<b>211</b>	HR:Hong Kong	SHRM Focus On Teaching	
5:00pm	<b>227</b>	HR:International Ballroom	SPDW: Joint OB/HR Reception	
Sun	8:00am	<b>256</b>	HR:Lenox	SPDW: Teaching Courses on Diversity
		<b>263</b>	HR:Roswell	SPDW: Build and Understand Your Own Teaching Philosophy
		<b>266</b>	HR:Singapore	SPDW: Dissertation Self-Leadership
	8:30am	<b>287</b>	HR:Hanover A	SPDW: Junior Faculty Consortium (HR Division)
	9:00am	<b>301</b>	HR:Regency VI	SPDW: Negotiating Your 1st Job
		<b>305</b>	HI:Directors Room	SPDW: Political Savvy in Organizational Politics
	10:00am	<b>328</b>	HR:Piedmont	SPDW: Work-Family As Leadership
		<b>333</b>	HR:Hong Kong	SPDW: The 14th Annual Craft Of Reviewing Workshop
		<b>334</b>	HR:Hanover C	SPDW: Ask the OB/HR Editors Panel
	Mon	8:20am	<b>441</b>	HR:Inman
8:30am		<b>462</b>	HI:Grand Salon C	SHCS: Justice&Management Constructs
		<b>473</b>	HR:Hanover B	Welcome and Awards Ceremony
		<b>474</b>	HR:Hanover F	JS: Training and Technology
		<b>475</b>	HR:Manila	JS: Moderators of Goal Orientation
		<b>476</b>	HR:Singapore	JS: International HRM Research
		<b>484</b>	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		<b>493</b>	HR:Regency VII - Table C4	IP: Job Embeddedness and Turnover
		<b>507</b>	HR:Hanover D	JS: New Insights into LMX theory
10:40am		<b>565</b>	MT:Marquis - Salon II	SHCS: Searching for the 'H' in Human Resource Management
		<b>575</b>	HI:Gwinnett	JS: Physician-Patient Relationship
		<b>576</b>	HR:Hanover B	HR Practices and Proximal Outcomes
		<b>577</b>	HR:Hanover F	Withdrawal Behaviors: Antecedents and Consequences
		<b>578</b>	HR:International North - HR	HR: Individual Issues
		<b>579</b>	HR:Manila	Performance Evaluation and Management
	<b>580</b>	HR:Singapore	Structured Interviews	
<b>590</b>	HR:Regency V - Table A3	IP: Financial Incentives as Motivators?		

## Human Resources

Day	Start	#	Location	Session Information
	12:20pm	<b>677</b>	HI:Grand Salon E	SHCS: Sexual Orientation at Work
		<b>680</b>	HR:Hanover B	Pay Policies: Effects on Behavior
		<b>681</b>	HR:Hanover F	Strategic HRM and Performance
		<b>682</b>	HR:Manila	Off-shoring, Outsourcing, and Contingent Work Re...
		<b>683</b>	HR:Singapore	Training Outcomes: The Role of Context
		<b>684</b>	HI:Grand Salon B	SHCS: International Assignments
		<b>692</b>	HR:Regency V - Table A1	IP: Individual Differences in Decision Making
		<b>694</b>	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		<b>699</b>	HR:Regency VI - Table B4	IP: Commitment
		<b>700</b>	HR:Regency VII - Table C1	IP: Workplace Diversity: A Discourse on Issues
		<b>703</b>	HR:Regency VII - Table C4	IP: Construct Development
	2:30pm	<b>780</b>	HR:Hanover B	Balancing the Work-Life Interface
		<b>781</b>	HR:Hanover F	The Future of HR
		<b>782</b>	HR:Manila	Downsizing: Antecedents and Consequences
		<b>783</b>	HR:Singapore	Training Outcomes: The Role of Process
		<b>788</b>	MT:Cluster 1 - Copenhagen	JS: Staffing Challenges in MNCs
		<b>799</b>	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes
		<b>803</b>	HR:Montreal	JS: Consultants in Contingent Work
		<b>822</b>	HI:Grand Salon B	SHCS: Does Others' Justice Matter?
	4:10pm	<b>864</b>	HR:Hanover C	JS: Forgiving Workplace Offenses
		<b>872</b>	HR:Hanover B	Ice Cream Social & Member Networking Event
		<b>873</b>	HR:Hanover F	Pay Policies: Cultural Interpretations and Impli...
		<b>874</b>	HR:Manila	Fairness and Justice Issues in HR Contexts
		<b>875</b>	HR:Singapore	Socialization and Mentoring: Effects on Newcomer...
		<b>884</b>	HR:Regency V - Table A4	IP: Social Capital in Careers
		<b>905</b>	HR:Hanover D	JS: OCBs: Beyond social exchanges
<b>Tue</b>	8:30am	<b>995</b>	HR:Hanover B	Validating FJA in Primary Care
		<b>996</b>	HR:Hanover F	HR Strategy and Organizational Performance
		<b>997</b>	HR:International North - HR	HR: Institutional Issues
		<b>998</b>	HR:Singapore	HR Administration: Structural Aspects
		<b>1007</b>	HI:Grand Salon C	SHCS: Multicultural Teams
		<b>1014</b>	HR:Regency VI - Table B3	IP: Critical Issues in Workplace Accommodation
		<b>1016</b>	HR:Regency VII - Table C1	IP: Theoretical Issues in Construct Measurement
	10:30am	<b>1102</b>	HR:Hong Kong	JS: Recruiting a Diverse Workforce
		<b>1106</b>	HR:Hanover B	Future of HR Discipline
		<b>1107</b>	HR:Hanover F	High Performance Work Systems
		<b>1108</b>	HR:Singapore	Organizational Size and Governance Structure: Ef...
		<b>1115</b>	HI:Grand Salon E	SHCS: Work-Family Interface
		<b>1135</b>	HI:Grand Salon C	SHCS: Managerial Intuition
	2:30pm	<b>1214</b>	HR:Hanover F	HRM and Firm Performance
		<b>1215</b>	HR:Singapore	Social Desirability, Self-Enhancement and Emotio...
		<b>1216</b>	HR:Hong Kong	JS: Knowledge and value creation
		<b>1217</b>	HR:Hanover B	JS: HR Education: Its Present and Its Future
		<b>1218</b>	HI:Grand Salon C	SHCS: Psychological Contracts
		<b>1223</b>	MT:Cluster 1 - Amsterdam	JS: Intl Research Collaboration
		<b>1227</b>	HR:Regency V - Table A4	IP: Applications of Social Exchange Theory
		<b>1274</b>	HI:Crystal Ballroom B & E	JS: Unmasking Workplace Deviance
	4:10pm	<b>1302</b>	HR:Inman	JS: Workplace Discrimination
		<b>1304</b>	HR:Hanover B	Recruitment in Information Age
		<b>1305</b>	HR:Hanover F	HRM Practices and Organizational Outcomes: Alter...
		<b>1306</b>	HR:Singapore	Job Analysis and Job Design: Implications for Pe...
	5:45pm	<b>1371</b>	HR:Hanover B	HR Division Business Meeting
	6:45pm	<b>1380</b>	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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# International Management

Program Chair: Timothy Michael Devinney, Australian Graduate School of Management

Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

Day	Start	#	Location	Session Information
Fri	9:00am	<b>3</b>	MT:Cluster 4 - Rio Grande	IMD Adventure
	1:00pm	<b>5</b>	MT:Marquis - Salon IV	SPDW: Future of Resource-based View
		<b>12</b>	HR:Vinings	SPDW: Exploring Global Consulting
	1:30pm	<b>22</b>	MT:International 4	SPDW: Qualitative Research Methods
		<b>23</b>	MT:International 3	SPDW: Doing High Impact Research On China
	2:00pm	<b>27</b>	MT:Imperial - Summit	SPDW: Structural Equation Modeling with LISREL
	3:00pm	<b>30</b>	HI:DeKalb	SPDW: Social Enterprise Networks
	3:30pm	<b>36</b>	MT:International 3	SPDW: Doing Business Research In Emerging Economies
6:00pm	<b>47</b>	MT:Copenhagen & Stockholm	IMD Welcome	
7:00pm	<b>57</b>	OS:IMD	Dinner on the Town with IMD EC	
Sat	8:00am	<b>88</b>	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	8:30am	<b>98</b>	MT:International B	IMD Doctoral Student Consortium I
		<b>99</b>	MT:International C	IMD Junior Faculty Consortium I
	9:00am	<b>111</b>	HI:Council/Cabinet Room	SPDW: Polar Winds to Tropical Breeze
	10:30am	<b>141</b>	MT:Cluster 1 - Quebec	SPDW: Entry Mode Research:The Future
	12:00pm	<b>155</b>	MT:International 2	IMD Consortia Luncheon
	1:00pm	<b>171</b>	MT:International B	IMD Doctoral Student Consortium II
		<b>172</b>	MT:International C	IMD Junior Faculty Consortium II
		<b>173</b>	MT:Trinidad & Madrid	IMD Paper Development Workshop
		<b>175</b>	HR:Inman	SPDW: Virtual Global R&D Teams
		<b>185</b>	MT:Cluster 3 - Cabinet	SPDW: Set-Theoretic Analysis Using QCA and Fs/QCA
		1:30pm	<b>195</b>	MT:Cluster 3 - London
	2:00pm	<b>203</b>	MT:International 9	SPDW: Methods for Integrating Moderation and Mediation
		<b>204</b>	MT:Cluster 5 - Shangri-La	SPDW: Working with Patent Data
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy
	3:30pm	<b>215</b>	MT:International 2	Meet the Editors (IMD)
		<b>216</b>	MT:Trinidad & Madrid	SPDW: Global Talent Mgmt
6:00pm	<b>238</b>	MT:Marquis - Salon III	IMD PDW Reception	
Sun	8:00am	<b>258</b>	MT:Chablis & Picard	SPDW: Local and Global Interactions
		<b>259</b>	MT:Cluster 1 - Calgary	SPDW: Interactive Teaching Methods
		<b>260</b>	MT:Cluster 1 - Madrid	SPDW: Interactive Teaching Methods
		<b>261</b>	MT:Cluster 1 - Trinidad	SPDW: Interactive Teaching Methods
		<b>276</b>	HI:Douglas	SPDW: Teach Sus Dev Across Cultures
		<b>278</b>	MT:Cluster 3 - London	SPDW: Methods for IM Research
	9:30am	<b>315</b>	MT:Cluster 4 - McKenzie	SPDW: Bringing External Innovation Inside
		<b>321</b>	MT:Cluster 4 - Rio Grande	SPDW: Geography, Networks, and Innovation
	10:00am	<b>329</b>	MT:International 8	SPDW: Strategies For Collecting Data Overseas
	10:30am	<b>352</b>	HI:Directors Room	SPDW: Teaching Through Images Of The Multinational Firm:
<b>357</b>		MT:Chablis & Picard	SPDW: Globalizing Film Industry	
Mon	7:30am	<b>435</b>	MT:Cluster 1 - Madrid	International Management Division Welcome
	8:30am	<b>476</b>	HR:Singapore	JS: International HRM Research
		<b>477</b>	MT:Cluster 1 - Amsterdam	Politics and the MNC
		<b>478</b>	MT:Cluster 1 - Copenhagen	The Role of Knowledge in International Expansion
		<b>479</b>	MT:Cluster 1 - Madrid	New Products and Knowledge
		<b>480</b>	MT:Cluster 1 - Stockholm	Expatriate Assignment Choice
		<b>481</b>	MT:Cluster 1 - Trinidad	Location Choice and Entry Mode
		<b>484</b>	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		<b>489</b>	HR:Regency VI - Table B4	IP: Perspectives on Strategic Outsourcing
		<b>490</b>	HR:Regency VII - Table C1	IP: Role and Impact of Conflict in Joint Ventures
<b>491</b>		HR:Regency VII - Table C2	IP: Entry From and Into Foreign Markets	



Day	Start	#	Location	Session Information		
Mon	10:40am	<b>581</b>	MT:Cluster 1 - Amsterdam	Non-Market Organizations		
		<b>582</b>	MT:Cluster 1 - Copenhagen	Organizational Learning		
		<b>583</b>	MT:Cluster 1 - Madrid	Managing in China		
		<b>584</b>	MT:Cluster 1 - Stockholm	Factors Influencing Expatriate Assignment Success		
		<b>585</b>	MT:Cluster 1 - Trinidad	MNC Location Choice		
		<b>586</b>	MT:Marquis Salon IV - IM 1	Global Work Practices ☞		
		<b>587</b>	MT:Marquis Salon IV - IM 2	Forms of Internationalization ☞		
		<b>588</b>	HR:Regency V - Table A1	IP: Knowledge Diffusion in Organization Learning		
		<b>592</b>	HR:Regency VI - Table B1	IP: Knowledge Capabilities		
		<b>594</b>	HR:Regency VI - Table B3	IP: Social Capital in Networks		
		<b>595</b>	HR:Regency VI - Table B4	IP: Extended Relationships in Business Networks		
		<b>596</b>	HR:Regency VII - Table C1	IP: The Role of Social Ties in Knowledge Creation		
		<b>609</b>	MT:Imperial - Summit	JS: Two Decades of Self-Leadership		
		<b>641</b>	HI:Grand Salon E	SHCS: Business and Violent Conflict		
			12:20pm	<b>684</b>	HI:Grand Salon B	SHCS: International Assignments
				<b>685</b>	MT:Cluster 1 - Copenhagen	MIC Roundtable
<b>686</b>	MT:Cluster 1 - Madrid			The Creation and Survival of MNC Subsidiaries		
<b>687</b>	MT:Cluster 1 - Stockholm			Diversity in International Teams		
<b>688</b>	MT:Cluster 1 - Trinidad			The Dynamic Path of International Expansion		
<b>689</b>	MT:Marquis Salon IV - IM 1			Justice, Trust, and Leadership ☞		
<b>690</b>	MT:Marquis Salon IV - IM 2			Competences and Capabilities ☞		
<b>691</b>	MT:Cluster 1 - Amsterdam			JS: Cronyism		
<b>693</b>	HR:Regency V - Table A2			IP: Trust, Reputation and Interfirm Collaboration		
<b>697</b>	HR:Regency VI - Table B2			IP: Epistemological Discussions on Culture		
<b>700</b>	HR:Regency VII - Table C1			IP: Workplace Diversity: A Discourse on Issues		
<b>701</b>	HR:Regency VII - Table C2			IP: Institutional Foundations of Isomorphism		
<b>702</b>	HR:Regency VII - Table C3			IP: TMT and Organization Design		
	2:30pm			<b>784</b>	MT:Cluster 1 - Amsterdam	Institutions and MNC Strategy
				<b>785</b>	MT:Cluster 1 - Madrid	The Emerging Market MNC
				<b>786</b>	MT:Cluster 1 - Stockholm	Studying Values and Norms Across Cultures
		<b>787</b>	MT:Cluster 1 - Trinidad	International Networks		
		<b>788</b>	MT:Cluster 1 - Copenhagen	JS: Staffing Challenges in MNCs		
		<b>789</b>	HI:Grand Salon C	SHCS: Culture and Leadership		
		<b>795</b>	HR:Regency VI - Table B2	IP: Political Strategy		
		<b>796</b>	HR:Regency VI - Table B3	IP: Team Effectiveness		
		<b>799</b>	HR:Regency VII - Table C2	IP: Formal Processes and Organizational Outcomes		
		<b>838</b>	MT:International 3	JS: Concepts and Theories in B&S		
			4:10pm	<b>876</b>	MT:Cluster 1 - Amsterdam	Barry Richman Dissertation Award Finalists Session
				<b>877</b>	MT:Cluster 1 - Copenhagen	Developing Global Leaders
<b>878</b>	MT:Cluster 1 - Madrid			International M&A		
<b>879</b>	MT:Cluster 1 - Stockholm			Inter-Cultural Communication		
<b>880</b>	MT:Cluster 1 - Trinidad			The Dynamics of International Joint Ventures		
<b>885</b>	HR:Regency VI - Table B1			IP: Strategic Choices in the Context of Legitimation		
<b>889</b>	HR:Regency VII - Table C2			IP: Regional Entrepreneurship		
<b>890</b>	HR:Regency VII - Table C3			IP: Control Across Temporary Organizational Boundaries		
		<b>891</b>	HR:Regency VII - Table C4	IP: Organizational Innovation		
	5:30pm	<b>934</b>	MT:Cluster 1 - Copenhagen	International Management Division Business Meeting		
	7:00pm	<b>957</b>	MT:Imperial - Salon A	International Management Division Social		

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	
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
		1388	MT:Cluster 1 - Trinidad	JS: Convergence in Governance
	8:30am	1401	HR:Hannover 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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# Management Consulting

Program Chair: Susan M. Adams, Bentley College  
Professional Development Workshop Chair: C Ken Weidner, Saint Joseph's U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>12</b>	HR:Vinings	SPDW: Exploring Global Consulting	
		<b>13</b>	HR:Inman	SPDW: Making Strategy Happen	
		<b>16</b>	HI:Club Room	SPDW: Cultural Due Diligence	
		<b>18</b>	MT:International A	SPDW: Professions In Org. Life	
	1:30pm	<b>22</b>	MT:International 4	SPDW: Qualitative Research Methods	
	2:00pm	<b>25</b>	HI:Crystal Ballroom A & F	SPDW: Knowledge/Action Doctoral 1	
	3:00pm	<b>29</b>	HR:Techwood	SPDW: Managing Global Diversity	
		<b>31</b>	HI:Directors Room	SPDW: Performance, Leadership, Chang	
	3:15pm	<b>34</b>	HR:Piedmont	Creating and Developing Your Consulting Practice	
	4:00pm	<b>38</b>	HR:Inman	SPDW: Working with Multiple Perspectives on Change	
Sat	8:00am	<b>79</b>	HI:Crystal Ballroom A & F	Knowledge/Action Doctoral 2	
		<b>80</b>	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions	
		<b>89</b>	MT:Cluster 3 - Sydney	SPDW: Qualimetrics Methodology	
		<b>92</b>	MT:Cluster 1 - Copenhagen	SPDW: Scientist And Educator	
	8:30am	<b>97</b>	HR:Manila	SPDW: Teaching HR Metrics	
		<b>100</b>	HR:Montreal	SPDW: Consulting & Family Succession	
	9:30am	<b>127</b>	HI:Directors Room	SPDW: Gov. In Public & Nonprofit	
	10:00am	<b>134</b>	MT:International A	SPDW: Are You Ready?	
		<b>137</b>	HI:Washington	SPDW: Doing Research In Government	
	12:30pm	<b>159</b>	HR:Hanover E	MC Doctoral Student Consort.-1	
	1:00pm	<b>164</b>	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia	
		<b>179</b>	HI:Washington	SPDW: Values and Ethics in Human System Development	
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy	
		<b>207</b>	HR:Hanover E	MC Division Doctoral Student Consortium (2)	
	3:30pm	<b>216</b>	MT:Trinidad & Madrid	SPDW: Global Talent Mgmt	
	Sun	7:30am	<b>247</b>	HR:Hanover E	MC Division Doctoral Student Consortium (3)
			<b>248</b>	HR:Hanover F	SPDW: Building Healthy Companies
9:00am		<b>296</b>	MT:International 6	SPDW: Strategy As Practice	
		<b>309</b>	HI:Embassy Room	SPDW: Co-Producing Knowledge	
9:30am		<b>318</b>	HR:Cairo	SPDW: Eminent Senior Scholars	
		<b>320</b>	HI:Monroe	SPDW: Giving Research Feedback To Industry Partners	
10:00am		<b>336</b>	HI:Grand Salon A	SPDW: High Impact Change Exercises	
10:30am		<b>355</b>	HR:Hanover F	SPDW: Management Consulting Communities of Practice	
Mon		8:30am	<b>488</b>	HR:Regency VI - Table B3	IP: Organizational Learning in Strategic Alliances
			<b>494</b>	HR:Montreal	Executive Coaching Research
	<b>495</b>		HR:Vancouver	Org. Change & Development	
	10:40am	<b>600</b>	HR:Vancouver	Conceptual Frameworks for Consulting	
		<b>601</b>	HI:Grand Salon A	SHCS: Lessons from OD Luminaries	
		<b>624</b>	HR:Montreal	JS: Global and Strategic OD	
		<b>663</b>	MT:Marquis - Salon I	SHCS: Evolution of Practices in MC	
	12:20pm	<b>694</b>	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes	
		<b>704</b>	HR:Montreal	Consulting Lessons from the Field	
		<b>705</b>	HR:Vancouver	Knowledge Management Consult	
		<b>706</b>	HI:Grand Salon A	SHCS: New Forms of OD Consulting	
		<b>794</b>	HR:Regency VI - Table B1	IP: The Sources and Consequences of (De)Legitimacy	
	2:30pm	<b>802</b>	HR:International North - MC	Consulting Field Reports & Insights	
		<b>803</b>	HR:Montreal	JS: Consultants in Contingent Work	
		<b>804</b>	HR:Vancouver	JS: Collaborative Research	
		<b>886</b>	HR:Regency VI - Table B2	IP: Diffusion of Organizational Norms	
	4:10pm	<b>892</b>	HR:Montreal	Advances in the Practice of Consulting	
		<b>908</b>	HI:Carter	JS: The Future of OD	

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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# Management Education & Development

Program Chair: Laurie Milton, U. of Calgary/U. of Western Ontario  
 Professional Development Workshop Chair: Alvin Hwang, Pace U.

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	

Management Education & Development

Day	Start	#	Location	Session Information	
Mon	12:00pm	649	HR:Executive Room 219	Past Division Chairs' Lunch	
		664	HR:Cairo	JS: Whole Leader Development	
	12:20pm	674	HI:Crystal Ballroom C & D	JS: Womenpreneur Best Practices	
		696	HR:Regency VI - Table B1	IP: Organizational Effectiveness	
		698	HR:Regency VI - Table B3	IP: Organization Learning	
		707	HR:Spring	MED as a Personal Journey	
		708	HR:University	Applying AI to Mgt Development	
		2:30pm	777	HR:Int'l Ballroom South	JS: Diversity Leadership Academy
			797	HR:Regency VI - Table B4	IP: Cognitive Processes in Group Settings
	805		HR:International North - MED 1	Practices to Enhance Learning ☺	
	806		HR:International North - MED 2	Tools & Approaches to On-Line MED ☺	
	807		HR:Spring	New Experiences to Enhance Experiential Learning	
	808		HR:Techwood	Shifts in Japanese HRM Toward a UK Model	
	809		HR:University	Creating Managers v Academics	
	810		HI:Grand Salon E	SHCS: Where's The Reflection in Action Learning?	
4:10pm	887	HR:Regency VI - Table B4	IP: The Road to Developing Shared Meanings		
	893	HR:Spring	International Education: Learning Across Cultures		
	894	HR:Techwood	Becoming An Excellent Teacher		
Tue	8:30am	1005	MT:Cluster 1 - Copenhagen	JS: Management Knowledge Transfer	
		1006	MT:Marquis - Salon I	SHCS: Leadership Across Cultures	
		1014	HR:Regency VI - Table B3	IP: Critical Issues in Workplace Accommodation	
		1016	HR:Regency VII - Table C1	IP: Theoretical Issues in Construct Measurement	
		1021	HR:Spring	How Leaders Learn	
		1022	HI:Grand Salon A	SHCS: Teaching CMS	
		1023	HR:Techwood	JS: Emergent Paradigms in the ME	
		1035	HR:Manila	JS: Evaluating Leader Development	
	10:30am	1103	HR:Inman	JS: Diversity Training Research	
		1117	HR:Regency V - Table A2	IP: Ethical Behavior	
		1129	HR:International North - MED 1	Issues in Management Education ☺	
		1130	HR:Spring	Optimizing Management Development	
		1131	HR:Techwood	Internships & Field Projects	
	2:30pm	1217	HR:Hannover B	JS: HR Education: Its Present and Its Future	
		1228	HR:Regency VI - Table B1	IP: Pedagogical Innovations in Management Education	
1230		HR:Regency VI - Table B3	IP: Capabilities in SMEs		
1237		HR:Spring	Teaching Strategic Management		
1238		HR:Techwood	Ethics In and After Management Education		
1239		HI:Grand Salon A	SHCS: Future of Management Education		
4:10pm	1314	HR:Regency V - Table A4	IP: Ethics in Education		
	1323	HR:Spring	Enhancing Undergraduate MED		
	1324	HR:Techwood	Learning Across Organizations		
5:30pm	1364	HR:Spring	MED Division Awards and Business Meeting		
7:00pm	1381	HR:Spring	MED and ONE Divisions' Joint Social		
Wed	7:00am	1383	HR:Spring	MED Executive Breakfast Meeting	
	8:30am	1405	HR:Spring	Assessment: Tools, Approaches, Challenges	
		1406	HR:Techwood	JS: Mentoring and Coaching	
	10:40am	1473	HR:Spring	Institutional Tensions in MED	
	1474	HR:Techwood	JS: C-Level Leader Development		

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# Management History

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

Day	Start	#	Location	Session Information
Fri	1:30pm	22	MT:International 4	SPDW: Qualitative Research Methods
Sat	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
Sun	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
Mon	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
	Tue	8:30am	1009	HR:Regency V - Table A2
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, Protégés and Pioneers	
4:10pm	1325	HI:Roosevelt	Management History Business Meeting	
5:30pm	1365	HI:Roosevelt	Management History Social Event	
Wed	8:30am	1407	HI:Roosevelt	A Guide to Historical Method

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



Day	Start	#	Location	Session Information
Mon	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
	4:10pm	824	HI:Grand Salon A	SHCS: Conflicting Emotions
		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
Tue	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	MT:Imperial - Consulate	Org Change & Conformity
		1242	MT:Imperial - Summit	JS: Exploring the role of emotion in leadership
		1252	HR:Hanover D	JS: Emotion Regulation/Perception
		1267	MT:International 3	JS: The Dark Side of Organizations
	4:10pm	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
	5:30pm	1335	HR:Vinings	JS: Shared Mental Models, Team Processes and Outcomes
		1366	MT:Imperial - Consulate	MOC Business Meeting
	6:30pm	1377	MT:Imperial - Consulate	MOC Social Hour
Wed	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

Program Chair: Hale Kaynak, U. of Texas, Pan American  
 Professional Development Workshop Chair: Diane H. Parente, Pennsylvania State U., Erie

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

# Organization & Management Theory

Program Chair: Kimberly D Elsbach, U. of California, Davis  
 Professional Development Workshop Chair: William Ocasio, Northwestern U.

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
	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	
Sun	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 & Savoy	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: Cmplxity,Leadership&NatSecMgt
		306	MT:Cluster 1 - Stockholm	OMT Doctoral Dissertation Consortium
	9:30am	312	MT:Cluster 4 - Tigris	SPDW: Ecological Research On Technology And Innovation
		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: Editor's Panel II: OMT/ODC/MOC
	10:30am	357	MT:Chablis & Picard	SPDW: Globalizing Film Industry



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		
		725	MT:International 2	Structure & Strategy Theory		
		726	MT:International 3	Understanding What Makes Organizations Legitimate		
		727	MT:International 4	Unpacking the Process of Institutionalization		
		728	MT:International A	Networks, Trust, Evolution		
		729	MT:International B	Learning, Routines, Innovation		
		730	MT:International C	The Dynamics of Industry Evolution		
		731	HI:Grand Salon D	SHCS: The Pacing & Sequencing of Organizational Change		
		740	MT:Cluster 5 - South Hampton	JS: Nanotechnology Field Emergence		

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	
915		MT:International C	E-squared: Ecology and Evolution	
5:30pm	936	MT:International 3	OMT Artifact and Business Meeting	
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		
1163	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		

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

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# Organization Development & Change

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 Professional Development Workshop Chair: Frank J Barrett, Naval Postgraduate School

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

Day	Start	#	Location	Session Information	
Mon	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	
	2:30pm	1256	HI:Carter	Commitment and Resistance	
		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	
	Wed	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
			1488	HI:Jackson	In-Depth Case Studies in Change

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# Organizational Behavior

Program Chair: Carol T. Kulik, U. of Melbourne  
 Professional Development Workshop Chair: Peter Hom, Arizona State U.

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

Day	Start	#	Location	Session Information
Mon	8:20am	<b>441</b>	HR:Inman	JS: Work-Family Decision-Making
	8:30am	<b>462</b>	HI:Grand Salon C	SHCS: Justice&Management Constructs
		<b>463</b>	HI:Grand Salon A	SHCS: Analyzing Dyad & Group Data
		<b>471</b>	HR:Kennesaw	JS: Managing Across Difference
		<b>475</b>	HR:Manila	JS: Moderators of Goal Orientation
		<b>484</b>	HR:Regency V - Table A3	IP: Identity and Impact on Job Outcomes
		<b>492</b>	HR:Regency VII - Table C3	IP: Knowledge Creation
		<b>493</b>	HR:Regency VII - Table C4	IP: Job Embeddedness and Turnover
		<b>500</b>	MT:Imperial - Summit	JS: Organizing with Self-Awareness
		<b>502</b>	HR:Hanover E	Emotion Regulation at Work
		<b>503</b>	HR:Hanover G	Leadership and Fairness
		<b>504</b>	HR:Piedmont	Organizational Reward Systems
		<b>505</b>	HR:Roswell	Developing Person-Organization Fit
		<b>506</b>	HR:Vinings	JS: Group Diversity
		<b>507</b>	HR:Hanover D	JS: New Insights into LMX theory
		<b>522</b>	MT:Rhine & Savoy	JS: Self-report Measurement Issues
	10:30am	<b>541</b>	HR:Chicago A	International Lounge
	10:40am	<b>589</b>	HR:Regency V - Table A2	IP: Burnout and Work/Life Balance
		<b>590</b>	HR:Regency V - Table A3	IP: Financial Incentives as Motivators?
		<b>597</b>	HR:Regency VII - Table C2	IP: Workplace Deviant Behavior
		<b>599</b>	HR:Regency VII - Table C4	IP: Impact of IT
		<b>610</b>	HR:Hanover E	Toward a General Theory of Proactive Behavior
		<b>611</b>	HR:Hanover G	Leadership and Emotions
		<b>612</b>	HR:Piedmont	Individual Performance in Groups
		<b>613</b>	HR:Roswell	Cross-Cultural Effects on Justice and Trust
		<b>614</b>	HR:Vinings	Psychological Contract Fulfillment and Violation
		<b>615</b>	MT:Marquis - Salon III	SHCS: Membership and Status Motives
		<b>616</b>	HR:Hanover D	JS: Norm Misperception
		<b>617</b>	HI:Grand Salon D	SHCS: Leadership and Organizational Learning
		<b>618</b>	HI:Grand Salon C	SHCS: Ethics and Social Exchange
	12:20pm	<b>667</b>	HR:Hanover C	JS: Administrative Responses to Injustice
		<b>677</b>	HI:Grand Salon E	SHCS: Sexual Orientation at Work
		<b>678</b>	HR:Kennesaw	JS: Workplace Diversity
		<b>684</b>	HI:Grand Salon B	SHCS: International Assignments
		<b>694</b>	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		<b>699</b>	HR:Regency VI - Table B4	IP: Commitment
		<b>702</b>	HR:Regency VII - Table C3	IP: TMT and Organization Design
		<b>703</b>	HR:Regency VII - Table C4	IP: Construct Development
		<b>713</b>	HR:Hanover G	Leader-Member Relationships
		<b>714</b>	HR:Piedmont	Goals and Goal Orientations
		<b>715</b>	HR:Roswell	Trust in Interpersonal Relationships
		<b>716</b>	HR:Vinings	Qualitative Studies:Leadership
		<b>717</b>	HR:Hanover D	JS: Asymmetric Group Processes: Roots and Implications
		<b>718</b>	HR:Hanover E	JS: Exploring public arenas

Organizational Behavior

Day	Start	#	Location	Session Information
Mon	2:30pm	761	MT:International 8	JS: Sports & Organization Dynamics
		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
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		

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



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# Organizational Communication & Information Systems

Program Chair: Ulrike Schultze, Southern Methodist U.  
Professional Development Workshop Chair: Paul Hart, Florida Atlantic U.

Day	Start	#	Location	Session Information	
Fri	1:30pm	<b>24</b>	MT:International 10	SPDW: Academic Unit Head Workshop	
	6:00pm	<b>51</b>	MT:Imperial - Consulate	OCIS Doctoral Consortium	
Sat	8:00am	<b>92</b>	MT:Cluster 1 - Copenhagen	SPDW: Scientist And Educator	
	9:00am	<b>107</b>	MT:International 1	SPDW: Digital Transformations	
		<b>115</b>	MT:Imperial - Consulate	OCIS Doctoral Consortium	
		<b>116</b>	MT:Rhine & Savoy	Junior Faculty Consortium	
	12:00pm	<b>157</b>	MT:Marquis - Salon IV	Luncheon for OCIS Jr. Fac and Doctoral Students	
	1:00pm	<b>175</b>	HR:Inman	SPDW: Virtual Global R&D Teams	
	2:00pm	<b>199</b>	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response	
	5:30pm	<b>234</b>	MT:Marquis - Salon IV	Welcome Reception	
	Sun	8:00am	<b>268</b>	MT:Champagne	SPDW: International Networking
		8:20am	<b>280</b>	MT:International A	SPDW: OSS Research Devept. Workshop
10:00am		<b>344</b>	MT:International A	SPDW: OSS : Bridging Perspectives	
10:10am		<b>345</b>	MT:Champagne	OCIS International Paper Development Workshop	
5:00pm		<b>422</b>	MT:International 5	OCIS Executive Meeting	
Mon	8:00am	<b>439</b>	MT:International 5	OCIS Welcome	
	8:30am	<b>508</b>	MT:International 1	Cases of IS Implementation I	
		<b>509</b>	MT:International 5	Knowledge Creation and Ownership	
		<b>510</b>	HI:Grand Salon D	SHCS: Situated Practice in Online Communities	
	10:40am	<b>588</b>	HR:Regency V - Table A1	IP: Knowledge Diffusion in Organization Learning	
		<b>591</b>	HR:Regency V - Table A4	IP: Organization and Climate Impacts on Innovation	
		<b>596</b>	HR:Regency VII - Table C1	IP: The Role of Social Ties in Knowledge Creation	
		<b>597</b>	HR:Regency VII - Table C2	IP: Workplace Deviant Behavior	
		<b>599</b>	HR:Regency VII - Table C4	IP: Impact of IT	
		<b>619</b>	MT:International 1	Cases of IS Implementation II	
		<b>620</b>	MT:International 5	Knowledge Sharing	
	12:20pm	<b>694</b>	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes	
		<b>695</b>	HR:Regency V - Table A4	IP: Intra-Organizational Learning Systems	
		<b>719</b>	MT:International 1	Comm, IT & Structuring	
		<b>720</b>	MT:International 5	Taking Culture Seriously	
	2:30pm	<b>796</b>	HR:Regency VI - Table B3	IP: Team Effectiveness	
		<b>798</b>	HR:Regency VII - Table C1	IP: Explorations of New Leadership Models	
		<b>825</b>	MT:International 1	Multiple Perspectives on ERP Implementations	
		<b>826</b>	MT:International 5	Social Networks in Knowledge Work	
	4:10pm	<b>888</b>	HR:Regency VII - Table C1	IP: Building Adaptive Capability into Organizations	
<b>890</b>		HR:Regency VII - Table C3	IP: Control Across Temporary Organizational Boundaries		
<b>906</b>		MT:International 1	OCIS Keynote: Collaboration In Adversity		
5:30pm	<b>935</b>	MT:International 1	OCIS Business Meeting		
6:30pm	<b>949</b>	MT:Marquis - Salon IV	OCIS Social Hour		
	<b>950</b>	MT:Marquis Salon IV - OCIS	OCIS Visual Papers 		
Tue	8:30am	<b>1009</b>	HR:Regency V - Table A2	IP: Culture and Organization	
		<b>1013</b>	HR:Regency VI - Table B2	IP: A Resource Based Definition of the Firm?	
		<b>1038</b>	MT:Cluster 2 - Magnolia	Distributed Cognition	
		<b>1039</b>	MT:International 1	E-Commerce	
		<b>1040</b>	MT:International 5	RFID and Interorganizational Systems	
		<b>1041</b>	MT:Marquis - Salon III	SHCS: Online Community Design	
		<b>1063</b>	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
	4:10pm	1255	MT:International 5	Studies on IT Usage
		1338	MT:Cluster 2 - Magnolia	IT Innovation Research
1339		MT:International 1	Knowledge Issues in IS Development	
6:00pm	1340	MT:International 5	IT Adoption & Avoidance	
	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
<b>Fri</b>	1:00pm	<b>19</b>	HI:Carter	SPDW: Teaching Sustainability
	1:30pm	<b>22</b>	MT:International 4	SPDW: Qualitative Research Methods
	3:00pm	<b>30</b>	HI:DeKalb	SPDW: Social Enterprise Networks
<b>Sat</b>	8:00am	<b>87</b>	HI:DeKalb	SPDW: Sustainability And Humanities
		<b>88</b>	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	9:00am	<b>121</b>	MT:Imperial - Summit	SPDW: Multilevel Constructs & Theory
	10:00am	<b>132</b>	HR:Techwood	SPDW: Classroom As Organization
		<b>136</b>	HI:Jefferson	SPDW: Service Learning
	12:30pm	<b>160</b>	HI:DeKalb	Sustainable Organizations
	2:00pm	<b>202</b>	HI:Council/Cabinet Room	SPDW: PCB cleanup: Stakeholder Roles
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy
	4:30pm	<b>226</b>	HI:Council/Cabinet Room	ONE Ph.D. Student/New Faculty Consortium
	6:00pm	<b>241</b>	HI:Crystal Ballroom B & E	ONE Welcome Reception
	<b>Sun</b>	8:00am	<b>276</b>	HI:Douglas
10:00am		<b>327</b>	MT:Cluster 3 - State	SPDW: Sustainable Entrepreneurship
		<b>330</b>	HR:Inman	SPDW: Comparing Mgt Ed Journals
10:30am		<b>358</b>	HI:Cabinet Room	Past, Present, And Future Of The ONE Group
<b>Mon</b>	8:30am	<b>520</b>	HI:Madison	Strategy and the Natural Environment
	10:40am	<b>633</b>	HI:Board & Directors - ONE	Visual: Strategies for Sustainable Development 
		<b>634</b>	HI:Madison	Stakeholders and the Natural Environment
	2:30pm	<b>795</b>	HR:Regency VI - Table B2	IP: Political Strategy
		<b>829</b>	HI:Grand Salon D	SHCS: Business as Mutual Benefit
4:10pm	<b>916</b>	HI:Madison	Performance and the Natural Environment	
<b>Tue</b>	8:30am	<b>1009</b>	HR:Regency V - Table A2	IP: Culture and Organization
		<b>1054</b>	HI:Madison	Environmental Management Models
	10:30am	<b>1169</b>	HI:Madison	Pressures for Environmental Change
	2:30pm	<b>1224</b>	HR:Regency V - Table A1	IP: Institutional Constraints
		<b>1269</b>	HI:Madison	NEW OB/ONE RESEARCH
	4:10pm	<b>1350</b>	HI:Madison	Environmental Vision and Practice
	5:30pm	<b>1369</b>	HI:Madison	ONE Business Meeting
	7:00pm	<b>1382</b>	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	<b>20</b>	HI:Directors Room	Utilizing SSPMX for Management
	2:00pm	<b>26</b>	HI:Paulding	SPDW: Teaching Indigenous Management
	3:00pm	<b>31</b>	HI:Directors Room	SPDW: Performance, Leadership, Chang
Sat	8:00am	<b>88</b>	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
	9:30am	<b>127</b>	HI:Directors Room	SPDW: Gov. In Public & Nonprofit
	10:00am	<b>137</b>	HI:Washington	SPDW: Doing Research In Government
	1:00pm	<b>164</b>	HI:Douglas	SPDW: Transitioning Toward Retirement within Academia
		<b>181</b>	HI:Crystal Ballroom B & E	Nonprofit Research Resources
		<b>182</b>	HI:Directors Room	PNP Doctoral Student Consortium
	2:00pm	<b>199</b>	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Supply Chain Response
		<b>202</b>	HI:Council/Cabinet Room	SPDW: PCB cleanup: Stakeholder Roles
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy
	Sun	8:00am	<b>276</b>	HI:Douglas
9:00am		<b>307</b>	HI:Crystal Ballroom A & F	PNP Doctoral Student Consortium
		<b>308</b>	HI:Crystal Ballroom B & E	PNP Junior Faculty Consortium
		<b>309</b>	HI:Embassy Room	SPDW: Co-Producing Knowledge
9:30am		<b>320</b>	HI:Monroe	SPDW: Giving Research Feedback To Industry Partners
8:30am		<b>488</b>	HR:Regency VI - Table B3	IP: Organizational Learning in Strategic Alliances
		<b>521</b>	HI:Douglas	PNP Organizational Commitment
9:00am		<b>537</b>	HI:Monroe	Issues in Nonprofit Governance
		10:40am	<b>635</b>	HI:Douglas
<b>636</b>			HI:Monroe	Nonprofit Organization: Markets & Identity
12:20pm	<b>718</b>	HR:Hanover E	JS: Exploring public arenas	
	<b>732</b>	HI:Douglas	Public Performance Measurement	
	<b>733</b>	HI:Monroe	Issues in Local Government	
2:30pm	<b>777</b>	HR:Int'l Ballroom South	JS: Diversity Leadership Academy	
	<b>791</b>	HR:Regency V - Table A2	IP: Leader Differences	
	<b>796</b>	HR:Regency VI - Table B3	IP: Team Effectiveness	
	<b>801</b>	HR:Regency VII - Table C4	IP: Emergence in Systems Dynamics	
	<b>839</b>	HI:Monroe	PNP Keynote Address	
4:10pm	<b>886</b>	HR:Regency VI - Table B2	IP: Diffusion of Organizational Norms	
	<b>917</b>	HI:Douglas	Knowledge Sharing & Innovation	
5:30pm	<b>937</b>	HI:Douglas	PNP Awards & Business Meeting	
6:30pm	<b>951</b>	HI:Monroe	PNP Social	
Tue	8:30am	<b>1055</b>	HI:Douglas	Collaboration & Network Mgmt
		<b>1056</b>	HI:Monroe	Regulation and Organization Response
	10:30am	<b>1170</b>	HI:Board & Directors - PNP	Issues in Public & Nonprofit Management 
		<b>1171</b>	HI:Douglas	Policy, Decisions & Behavior
		<b>1172</b>	HI:Monroe	Nonprofit HRM: Volunteers & Ex
	2:30pm	<b>1231</b>	HR:Regency VI - Table B4	IP: Social Responsibility and Firm Performance
		<b>1235</b>	HR:Regency VII - Table C4	IP: Managing Connectedness Risk in Organizations
		<b>1268</b>	HI:Grand Salon B	SHCS: Making the Impossible Possible
		<b>1270</b>	HI:Monroe	Organizational Performance in the Nonprofit Sector
	4:10pm	<b>1275</b>	HI:Crystal Ballroom A & F	JS: Research Frontiers in Corporate Philanthropy
<b>1311</b>		HR:Regency V - Table A1	IP: Social Capital Impact on Leadership Potential	
10:30am	<b>1313</b>	HR:Regency V - Table A3	IP: Strategy Process	
	<b>1351</b>	HI:Monroe	Social Networks and Nonprofits	
Wed	8:30am	<b>1431</b>	HI:Monroe	JS: Processes of Governance
	10:40am	<b>1490</b>	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	<b>11</b>	HR:Hanover C	SPDW: Revision And Resubmission
	1:30pm	<b>22</b>	MT:International 4	SPDW: Qualitative Research Methods
	2:00pm	<b>27</b>	MT:Imperial - Summit	SPDW: Structural Equation Modeling with LISREL
	4:15pm	<b>39</b>	MT:Marquis - Salon IV	SPDW: Resources, Capabilities...
Sat	8:00am	<b>89</b>	MT:Cluster 3 - Sydney	SPDW: Qualimetrics Methodology
	8:30am	<b>102</b>	MT:International 4	SPDW: Advanced Social Networks
		<b>103</b>	MT:Cluster 3 - Bonn	SPDW: Process Research Workshop I: A Spectrum of Methods
	9:00am	<b>119</b>	MT:Cluster 3 - London	SPDW: Testing Assumed Causal Models
		<b>120</b>	MT:Cluster 5 - Shangri-La	SPDW: Social Constructionism
		<b>121</b>	MT:Imperial - Summit	SPDW: Multilevel Constructs & Theory
	9:30am	<b>125</b>	HR:University	SPDW: Time and Process
		<b>128</b>	MT:Chablis & Picard	SPDW: Interaction/Moderating Effects
	10:00am	<b>137</b>	HI:Washington	SPDW: Doing Research In Government
	10:30am	<b>142</b>	MT:Cluster 3 - London	SPDW: SEM with Partial Least Squares
	1:00pm	<b>184</b>	MT:Imperial - Summit	SPDW: Scale Development Workshop
		<b>185</b>	MT:Cluster 3 - Cabinet	SPDW: Set-Theoretic Analysis Using QCA and Fs/QCA
		<b>186</b>	MT:Cluster 5 - South Hampton	SPDW: Latent Growth Modeling
		<b>187</b>	MT:Cluster 3 - Bonn	SPDW: Process Research Methods II
	1:30pm	<b>191</b>	MT:International 6	SPDW: Research on Org Identity
		<b>195</b>	MT:Cluster 3 - London	SPDW: Hierarchical Linear Modeling
	2:00pm	<b>203</b>	MT:International 9	SPDW: Methods for Integrating Moderation and Mediation
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy
	4:00pm	<b>222</b>	MT:International B	SPDW: Alternatives to NHST
		<b>223</b>	MT:Chablis & Picard	SPDW: Multilevel SEM
Sun	8:00am	<b>272</b>	MT:Cluster 1 - Quebec	SPDW: Pushing Ahead With Case-Based Research
		<b>277</b>	MT:Cluster 3 - Sydney	SPDW: Robust Regression
		<b>278</b>	MT:Cluster 3 - London	SPDW: Methods for IM Research
		<b>279</b>	MT:Imperial - Salon A	SPDW: Ask the Experts: Qualitative Methods
	9:00am	<b>311</b>	MT:Cluster 4 - Thames	SPDW: Alliances and Innovation
	10:00am	<b>333</b>	HR:Hong Kong	SPDW: The 14th Annual Craft Of Reviewing Workshop
		<b>337</b>	MT:Cluster 1 - Amsterdam	SPDW: Working with Configurations
		<b>338</b>	MT:Cluster 1 - Quebec	SPDW: Project Management Research Methods
		<b>342</b>	MT:Cluster 3 - Sydney	SPDW: Factor Retention in EFA
		<b>343</b>	MT:Imperial - Salon A	SPDW: Ask the Experts: Quantitative Methods
		<b>522</b>	MT:Rhine & Savoy	JS: Self-report Measurement Issues
	9:00am	<b>538</b>	MT:Chablis & Picard	Thinking, Writing and Training
	10:40am	<b>592</b>	HR:Regency VI - Table B1	IP: Knowledge Capabilities
		<b>598</b>	HR:Regency VII - Table C3	IP: Exchange Theory
<b>637</b>		MT:Chablis & Picard	Multilevel Research	
<b>638</b>		MT:Rhine & Savoy	Online Technologies: What We Have Learned Thus Far	
12:20pm	<b>670</b>	HI:Grand Salon C	SHCS: The Discursive Turn: So What?	
	<b>703</b>	HR:Regency VII - Table C4	IP: Construct Development	
	<b>734</b>	MT:Chablis & Picard	Research Methods Division International Networking	
2:30pm	<b>804</b>	HR:Vancouver	JS: Collaborative Research	
	<b>840</b>	MT:Chablis & Picard	Measurement/Scale Development	
	<b>841</b>	MT:Rhine & Savoy	The Role Of Case Studies	
Mon	8:30am	<b>457</b>	MT:Marquis - Salon II	SHCS: Learning from Career Histories
		<b>463</b>	HI:Grand Salon A	SHCS: Analyzing Dyad & Group Data
		<b>476</b>	HR:Singapore	JS: International HRM Research
		<b>482</b>	HR:Regency V - Table A1	IP: Sources and Consequences of Dynamic Capabilities
		<b>491</b>	HR:Regency VII - Table C2	IP: Entry From and Into Foreign Markets
		<b>522</b>	MT:Rhine & Savoy	JS: Self-report Measurement Issues



## Research Methods

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
Tue	6:30pm	952	MT:Chablis & Picard	Research Methods Division Social
	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	<b>21</b>	OS:The King Center	SPDW: Dr. Martin Luther King
	3:00pm	<b>32</b>	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
	5:00pm	<b>42</b>	HI:Monroe	SIM Doctoral Consortium
Sat	8:00am	<b>73</b>	MT:Cluster 1 - Amsterdam	SPDW: Katrina Social Issues
		<b>78</b>	HI:Crystal Ballroom C & D	SPDW: Spiritual Entrepreneurship
		<b>80</b>	HR:Spring	SPDW: Faculty Ethics: Issues, Challenges, and Solutions
		<b>88</b>	MT:Cluster 5 - Riviera	SPDW: SPARC Workshop
		<b>90</b>	HI:Monroe	SIM Doctoral Consortium
	9:30am	<b>91</b>	HI:Roosevelt	SPDW: Behavioral Ethics Research Incubator
		<b>124</b>	MT:Trinidad & Madrid	SPDW: Cognitive Maps and CSR
		<b>126</b>	HR:Roswell	SPDW: What We Need to Know about Ethics and Leadership
	10:00am	<b>127</b>	HI:Directors Room	SPDW: Gov. In Public & Nonprofit
		<b>136</b>	HI:Jefferson	SPDW: Service Learning
		<b>179</b>	HI:Washington	SPDW: Values and Ethics in Human System Development
	2:00pm	<b>203</b>	MT:International 9	SPDW: Methods for Integrating Moderation and Mediation
	2:30pm	<b>205</b>	MT:International 10	SPDW: Stakeholders and Strategy
	4:00pm	<b>224</b>	MT:Cluster 1 - Amsterdam	SPDW: Katrina: Response from Industry
	6:00pm	<b>242</b>	OS:Atlanta Sheraton	SIM/SBE Keynote Address and Reception
Sun	9:00am	<b>310</b>	HI:Grand Salon B	Publishing S I M Research
	10:00am	<b>332</b>	HR:Techwood	SPDW: Management and the Liberal Arts
	11:00am	<b>361</b>	HI:Douglas	SIM Research Roundtables
Mon	8:30am	<b>454</b>	MT:International 9	JS: Strategy and Responsibility
		<b>483</b>	HR:Regency V - Table A2	IP: Institutions and CSR
		<b>523</b>	HI:Crystal Ballroom A & F	Welcome Session SIM
	10:40am	<b>593</b>	HR:Regency VI - Table B2	IP: Network Structure: Density, Size, Heterogeneity
		<b>594</b>	HR:Regency VI - Table B3	IP: Social Capital in Networks
		<b>595</b>	HR:Regency VI - Table B4	IP: Extended Relationships in Business Networks
		<b>618</b>	HI:Grand Salon C	SHCS: Ethics and Social Exchange
		<b>639</b>	HI:Crystal Ballroom A & F	Creating an Ethical Corporate Culture
		<b>640</b>	HI:Crystal Ballroom B & E	Moral Language and Justification in Business
		<b>641</b>	HI:Grand Salon E	SHCS: Business and Violent Conflict
	12:20pm	<b>691</b>	MT:Cluster 1 - Amsterdam	JS: Cronyism
		<b>694</b>	HR:Regency V - Table A3	IP: Managing Impressions: Process and Outcomes
		<b>696</b>	HR:Regency VI - Table B1	IP: Organizational Effectiveness
		<b>701</b>	HR:Regency VII - Table C2	IP: Institutional Foundations of Isomorphism
		<b>735</b>	HI:Crystal Ballroom A & F	Corporate Social Performance
		<b>736</b>	HI:Crystal Ballroom B & E	What Matters in Stakeholder Relations?
		<b>769</b>	MT:Cluster 4 - Yukon	JS: Local Solidarity
	2:30pm	<b>800</b>	HR:Regency VII - Table C3	IP: Organizational Justice
		<b>829</b>	HI:Grand Salon D	SHCS: Business as Mutual Benefit
		<b>838</b>	MT:International 3	JS: Concepts and Theories in B&S
		<b>842</b>	HI:Crystal Ballroom A & F	Trends in International CSR
		<b>843</b>	HI:Crystal Ballroom B & E	Corporate Political Activity
	4:10pm	<b>881</b>	HR:Regency V - Table A1	IP: Sources and Consequence of Organizational Identity
		<b>885</b>	HR:Regency VI - Table B1	IP: Strategic Choices in the Context of Legitimation
		<b>889</b>	HR:Regency VII - Table C2	IP: Regional Entrepreneurship
		<b>920</b>	HI:Crystal Ballroom A & F	Ethics and Profits
		<b>921</b>	HI:Crystal Ballroom B & E	Currents in Corporate Governance
<b>922</b>		HI:DeKalb	Work and Meaning in Corporate Cultures	
<b>923</b>		HI:Roosevelt	JS: Bowen's Contribution to CSR	
5:30pm	<b>939</b>	HI:Crystal Ballroom B & E	SIM Division BusinessMeeting	
7:00pm	<b>958</b>	HI:Crystal Ballroom A & F	SIM & PNP Joint Social	

## Social Issues in Management

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

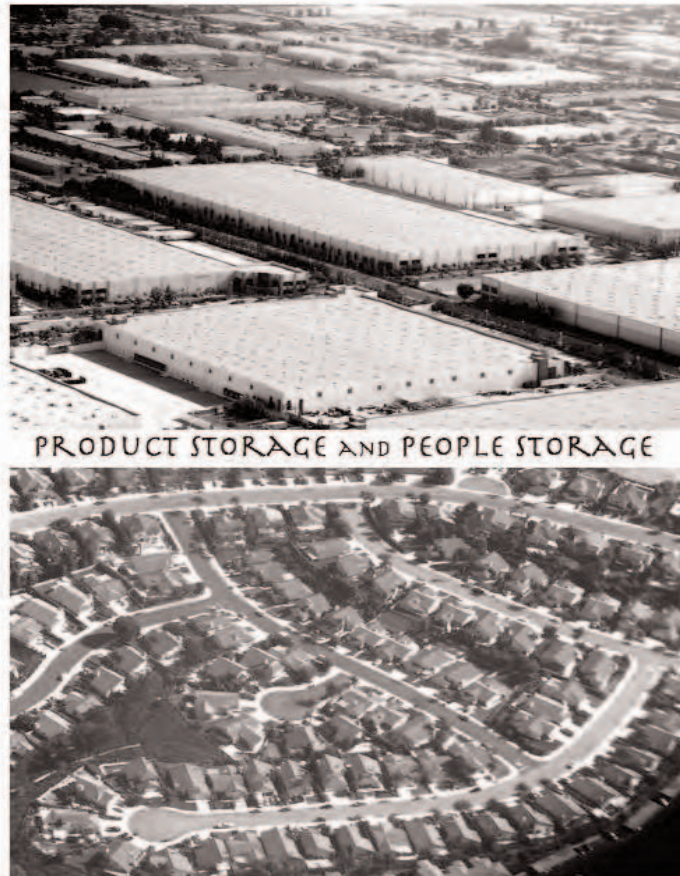
Program Chair: Lori Rosenkopf, U. of Pennsylvania  
Professional Development Workshop Chair: Paul Almeida, Georgetown U.

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

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



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
	4:10pm	1279	MT:Cluster 5 - South Hampton	Mergers & Acquisitions
		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
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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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.

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



**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 Mahoney**, 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 Marquis: 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 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

**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 🗨️→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 U.

**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:** **Kalpna 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; **Shay Tzafir**, 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 Marquis: 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 Issues**

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. of Sydney

**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 Marquis: 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 Paradise (paradice@cob.fsu.edu).*

**Organizers:** **Richard Baskerville**, Georgia State U.; **David Paradise**, 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 \(session 79\).](http://uwf.edu/mcd/Doctoral%20student%20colloquium)*

**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:** **Sonya 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 cpierce@memphis.edu. There is a \$7.50 fee for non members of RM.*

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

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**Friday 2:45PM**

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

2:45pm - 4:00pm Atlanta Marriott Marquis: 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.

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**Friday 3:00PM**





**29**   **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

*Pre-registration 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

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**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.

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**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 Kayo**, U. Presbiteriana Mackenzie; **Livia Markoczy**, U. of Texas, Dallas; **Aldas Kriauciunas**, Purdue U.; **Nandini Lahiri**, Indian School of Business

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**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*

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**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, Urbana-Champaign; 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*

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**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](mailto: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*

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**Friday 5:30PM**

 Teaching-oriented |  Management Practice-oriented |  International-oriented |  Theme-oriented |  Visual Presentation |  Selected for Best Paper Proceedings


**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.*

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**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](mailto: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 Marquis: 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 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:* **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.

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**Friday 6:30PM****54 : (OB) OB Junior Faculty Dinner**

6:30pm - 7:30pm Hyatt Regency Atlanta: Hanover C

*Organizer:* **Russell Cropanzano**, U. of Arizona

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**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.

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**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.*

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**Friday 7:30PM**



**Saturday 7:00AM****59 ☉: (MSR) Meditation Session I**

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

Facilitator: **Gerald Biberman**, U. of Scranton**Saturday 7:30AM****60 🗉: (HR) HR Doctoral Student Consortium**

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 [jdshaw@uky.edu](mailto:jdshaw@uky.edu) to nominate the student.

Organizers: **Jason D. Shaw**, U. of Kentucky; **David G. Allen**, U. of Memphis; **Amy L. Kristof-Brown**, U. of Iowa

Keynote 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 Heggstad**, 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 Gale**, U. of New Orleans;Organizer: **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 Marquis: Marquis - Salon I

Preregistration required. Please contact Jan Rivkin [jrivkin@hbs.edu](mailto: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

U

**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 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.

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

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



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

**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** 🗄️🗣️👤SPDW: (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:** Aтира 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 Entrepreneur**

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 Education**

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 multiple 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.; **Purseu Heugens**, RSM Erasmus Univ.; **Kai N. Hockerts**, Copenhagen Business School; **Morten Huse**, Norwegian 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**,

Iowa 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](mailto: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@mcombs.utexas.edu](mailto:jeffrey.martin@mcombs.utexas.edu) or Etan Lasry at [eytan@yorku.ca](mailto: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](mailto: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 Ecstasy**

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](mailto: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](mailto: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](mailto: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 Brouters**, 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 [cpierce@memphis.edu](mailto:cpierce@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.; **Leonard 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 james.hayton@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.aonline.org/ndsc/> or contact Pamela Steverson at [ndsc\\_06@yahoo.com](mailto: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 : (OCIS) 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 : (OCIS) Junior Faculty Consortium**

9:00am - 5:30pm Atlanta Marriott Marquis: Rhine &amp; Savoy

*By application only. Contact Pamela Hinds ([phinds@stanford.edu](mailto: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](mailto: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 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.*

*Speaker: Gilad Chen, U. of Maryland*

**122** 🗨️: (TIM) **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.*

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**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 College*

**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 RM.*

*Coordinator: Charles A. Pierce, U. of Memphis*

*Presenter: Herman Aguinis, U. of Colorado, Denver*

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**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.*

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**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 cpierce@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.

**145** 🗄️🗄️: (PTC) **Advancing the Scholarship and Practice of Real Management: Perspectives from Regional Executives**

11:00am - 12:30pm Hilton Atlanta: Carter

*Organizers:* **David L. Turnipseed**, Indiana U./Purdue U.; **Paul Harvey**, Florida State U.

**146** 🗄️: (TIM) **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 Marquis: International A  
Organizer: **Sara L Rynes**, U. of Iowa

**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 [gvozikis@csufresno.edu](mailto:gvozikis@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](mailto: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** : (OCIS) **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 Marquis: 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.

**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** 🗣️ SPDW: (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](mailto: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** 🗣️: (IM) **IMD Doctoral Student Consortium II**

1:00pm - 3:30pm Atlanta Marriott Marquis: International B

*Email Mary Zellmer-Bruhn ([mzellmer-bruhn@csom.umn.edu](mailto: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

**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; **Maira 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. Olivás-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](mailto: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](mailto: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](mailto:capierce@memphis.edu). There is a \$10.00 fee for non members of RM.*

*Organizer:* **Stephanie L. Castro**, Florida Atlantic U.

*Presenters:* **Claudia C. Coglisier**, 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](mailto: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

*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](mailto:capierce@memphis.edu). There is a \$7.50 fee for non members of RM.*

*Presenter: Robert J. Vandenberg, U. of Georgia*

**187** SPDW: (RM, OB, OMT, TIM, BPS, ODC, OM) **Process Research Workshop II: A Spectrum of Methods**

1:00pm - 4:00pm Atlanta Marriott Marquis: Cluster 3 - Bonn

*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](mailto: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 ([kn115@psu.edu](mailto:kn115@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](mailto:Maurizio.zollo@insead.edu) or Melissa Graebner at*

*[melissa.graebner@mcombs.utexas.edu](mailto:melissa.graebner@mcombs.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](mailto: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*



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](mailto: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](mailto: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; **Sybill 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 📖🗺️➔🗨️: (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 Poufelt**, 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 Dellifraire, 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***212** 📖🗣️: (MSR) **MSR Doctoral Student and New Faculty Consortium**

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 &amp; 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** 📖SPDW: (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 Antecedents**

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***221** →🗣️: (ENT) **Sharing Experience from Entrepreneurship PhD Programs Around the World**

4:00pm - 5:30pm Atlanta Marriott Marquis: Cluster 2 - Magnolia

*Open, no restriction on participation**Organizers: Natalia Weisz, U. Austral; Isabell Melanie Welp, 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 Reichartshausen***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 &amp; 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 Marquis: 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 ScrantonPresenters: **Gerald Biberman**, U. of Scranton; **David Trott**, St. Edwards U.; **Joel Ryman**, East Tennessee State U.**Saturday 4:30PM****226** SPDW: (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 your contact information and vita.*Organizer: **Stephanie Welcomer**, U. of MainePresenter: **Mark Cordano**, Ithaca CollegeParticipants: **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.; **Sanjay 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, AustinPresenters: **Pablo Martin De Holan**, IE and INCAE; **Marc-David L Seidel**, U. of British ColumbiaParticipants: **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/](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 UPresenters: **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 &amp; 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 &amp; D

Organizer: **Christy Harris Lemak**, U. of FloridaWelcome: **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** : (OCIS) **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, AustinDivision Chair-Elect.: **Anita McGahan**, Boston U.Program Chair: **Russell Coff**, Emory U.Professional Development Workshop Chair: **Joseph Mahoney**, U. of Illinois, Urbana-ChampaignPast 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](mailto:ihenriqu@schulich.yorku.ca)*

**Organizer:** **Irene Henriques**, York U.

**242 🗣️: (SIM) 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.

**Chairs:** **Catherine A Maritan**, Syracuse U.; **Jim Combs**, 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



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**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 Jucevicius**, 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

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**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 Poufelt**, 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.

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**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 Registration*
**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 Hafi, 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: Cluster 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 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** 📖: (OM) **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 entrepreneurship, 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** 📖 SPDW: (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 &amp; 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 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.*

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**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 U.**Facilitator: Richard Thomas Watson, U. of Georgia*  
*Presenter: Georg von Krogh, ETH Zurich*

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**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 [skkaplan@wharton.upenn.edu](mailto:skkaplan@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](mailto: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](mailto: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**, Duquesne 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 Mezas**, 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](mailto: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 Iowa; **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 Process Preregistration 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](mailto: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](mailto:jonbriscoe@niu.edu)) or **Suzanne de Janasz** ([sjanasz@umw.edu](mailto: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; **Amy 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 &amp; 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 &amp; 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 methods* Send 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;**Purseu Heugens**, RSM Erasmus Univ.; **Anne O'Leary-Kelly**, U. of Arkansas; **Anne O'Leary-Kelly**, U. of Arkansas; **Ian 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 U.*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 How**

9:00am - 11:30am Atlanta Marriott Marquis: Cluster 4 - Thames

*Chair:* **Gunneeta 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



**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 Marquis: 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 questions.*

**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, Sydney

### 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.; Minyuan 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. Mary'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 Chêne, 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 Marquis: 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** 📖🗨️SPDW: (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 Overseas**

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** 📖SPDW: (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 Iowa; 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 deTreville, U. of Lausanne

**338** SPDW: (OM, RM, TIM, BPS) **Project Management Research Methods**

10:00am - 12:00pm Atlanta Marriott Marquis: 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](mailto: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 Marquis: 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.**→ Knowledge Transfer in Outsourcing: Development of a 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./ HungKuang Technology U.; Pei-Wen Huang, I-Shou U./ Cheng Shiu U.**Employing Outside Knowledge Resources through Flexible Hiring and Joint R&D | Rong Du, Xidian U.; Shizhong Ai, Xidian U.; Xiujun Cui, Government of Yanta District**Leadership Behavior in Virtual Teams: The Influence on 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 | 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 University**→ Cultural variations and perceptions of media effectiveness | 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 Marquis: Cluster 5 - South Hampton

*Organizers: Angelo DeNisi, Tulane U.; Jimmy Le, Academy of Management***349** : (AAC) **Midwest Academy of Management Officers Meeting**

10:30am - 12:00pm Hyatt Regency Atlanta: Brussels

*Organizers: Jeffrey P Katz, Kansas State U.; Jill R Kickul, Simmons College*



**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. Laval

**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

**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 🗣️: (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 Marquis: 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. Iacovelli**, Administrative Science Quarterly; **Linda M Johanson**, Cornell U.

**Sunday 2:30PM****384 : (ICW) Journal of Management Editorial Board Meeting**

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. Iacovelli**, 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 &amp; 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 Marquis: 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, AustinDivision Chair-Elect.: **Anita McGahan**, Boston U.Program Chair: **Russell Coff**, Emory U.Professional Development Workshop Chair: **Joseph Mahoney**, U. of Illinois, Urbana-ChampaignParticipants: **Bernadette Carson**, George Washington U.; **Rajshree****Agarwal**, U. of Illinois, Urbana-Champaign; **Marvin B Lieberman**,U. of California, Los Angeles; **Joanne Elizabeth Oxley**, U. ofToronto; **Jan W. Rivkin**, Harvard U.; **Brian S. Silverman**, U. ofToronto; **Ron Adner**, INSEAD; **Peggy M. Lee**, Arizona State U.;**Michael J Leiblein**, Ohio State U.; **Catherine A Maritan**, SyracuseU.; **Xavier Martin**, Tilburg U.; **Olav Sorenson**, London Business

School

Past Chair: **Margaret Peteraf**, Dartmouth CollegeWebmaster: **Robert R Wiggins**, U. of MemphisNewsletter 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 &amp; 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)**

4:00pm - 8:00pm Hilton Atlanta: Jackson

**Organizers:** **Jisung Kim**, Fordham U.; **Dong-il Jung**, San Diego State University

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### 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 Marquis: Marquis 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 |

**Joel Klein**, New York City Schools

**418 : (AAC) Asia Academy of Management Committee Meeting**

5:00pm - 6:00pm Hilton Atlanta: Crystal Ballroom A &amp; 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 : (OCIS) OCIS Executive Meeting**

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

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### Sunday 6:00PM

**423 : (AAC) Asia Academy of Management Reception**

6:00pm - 8:00pm Hilton Atlanta: Crystal Ballroom A &amp; F

**Organizer:** **Chung-Ming Lau**, Chinese University of Hong Kong

**424 : (CMS) CMS Social Event**

6:00pm - 8:00pm Hilton Atlanta: Crystal Ballroom B &amp; 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 &amp; D

**Organizer:** **Andrew Neely**, Cranfield U.

**426 : (OB) State of Knowledge in Leadership: Reception**

6:00pm - 7:30pm Atlanta Marriott Marquis: Copenhagen &amp; Stockholm

**Organizer:** **Mary Uhl-Bien**, U. of Central Florida

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### Sunday 6:30PM

**427 : (ICW) Human Relations Reception**

6:30pm - 8:30pm Hilton Atlanta: Grand Salon C

**Organizer:** **Alice Gilbertson**, Tavistock Institute

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### 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

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### Sunday 7:30PM

**431 : (ICW) Hong Kong University of Science and Technology Reception**

7:30pm - 10:00pm Atlanta Marriott Marquis: 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

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### 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 - North

**Organizers:** **Elizabeth Boyle**, National U. of Singapore; **Daniel J. McAllister**, National U. of Singapore

SUNDAY

**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 : (OCIS) 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 Atlanta 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 Times

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. Autònoma de Barcelona

Hoping for A to Z: Complex Organizations and Multiple Performance Goals | **Sendil Ethiraj**, 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 Minnesota

#### 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 | **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.

🗣️ How Contrasting Emotions Can Enhance Strategic Agility | **Quy Nguyen Huy**, INSEAD

#### 450 ➔: (Paper Session) - (BPS) Industry Dynamics: Geographically Desirable (Clusters)

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Zurich

**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 Mavrincac**, INSEAD  
 Agglomeration Research at a Crossroad: From "Clusters" to "Geography" | **Lawrence A. Plummer**, U. of Colorado, Boulder  
 ➤ Vertical 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** ● (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  
 ● Hoshin 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.

MONDAY



*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. Ezzedein**, Pennsylvania State U., Harrisburg  
Leadership 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 Marquis: Marquis - 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**, Hay 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

A Social-Cognitive Model of Social Accounting: 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**, Stanford U

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 State U.

*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 | **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

MONDAY

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 U.
- ➔ 👁️ 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 Atlanta 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 Inclusive Organizational Theory | **Raza A Mir**, William Paterson U.; **Ali 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**

➔ ➔ 🗨️ 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 | **Daive 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.  
 🗨️ A Model of Entrepreneurship Theory for Educators, Entrepreneurs, Business Leaders, and Communities | **W. Paul Olsen**, U. of Louisville; **Bruce H Kemelgor**, U. of Louisville  
 Relating Institutional and New Venture Entrepreneurship: A Social Surface Co-Evolution Approach | **Ronald K Mitchell**, Texas Tech U.; **J. Robert Mitchell**, Indiana 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 & Spin-offs**

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  
 ➔ 🗨️ 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**

MONDAY

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☛ The Impact of Race-Based Achievement Gaps on 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, MilwaukeeDelving Beneath the Surface: Reconstructing Diversity Through Interpersonal Encounters | **Laura Morgan Roberts**, Harvard U.; **Sandra Cha**, McGill U.Building and Sustaining Relationships Across Difference | **Martin N. Davidson**, U. of Virginia; **Erika H. James**, U. of VirginiaErasing Race: Positive Emotions Reduce Racial Biases in Facial Recognition and Categorization | **Kareem Johnson**, Temple U.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 Arbor*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 FloridaThe 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 LearningAdaptive 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 OntarioHow 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 | **John Paul MacDuffie**, U. of Pennsylvania; **Frits Pijl**, U. of Pittsburgh; **Jaewon Kim**, Wharton, U. of PennUsing the HRM Indicators of the Hay Management Group | **Hetty Van Emmerik**, Utrecht U.; **Martin C. Euwema**, Utrecht U.; **Hein Wendt**, Hay Group bvManaging 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 | **Ted London**, U. of Michigan

**478** →: (Paper Session) - (IM) **The Role of Knowledge in International Expansion**

8:30am - 10:20am Atlanta Marriott Marquis: 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 Klosek**, 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 Fortaleza
- IM Best Paper from an Under-represented Country Finalist**
- 📖 → 🗣️ How Industry Network and Hierarchy Positions Influence Innovation in Global Semiconductor Industry | **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
- 📖 → 🗣️ Predicting the Expatriation Willingness of Prospective 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
- 📖 → Mode Configuration Ownership and Diversity –The Impact of Firm Size and Knowledge Intensity | **Niron Hashai**, Hebrew U. of Jerusalem; **Christian Geisler Asmussen**, Copenhagen Business School; **Gabriel R.G. Benito**, BI 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 | **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 | **Brooke Harrington**, Brown U.

MONDAY

- 🗣️ **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
- ➔ **CMH**: 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 U.

#### 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 | **Sarbjeeet Singh Rayat**, U. of Massachusetts, Amherst
- OMT**: (Where) Is Technical Contracting Flexible? | **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 | **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 Tech

🗣️ **MED**: Aesthetics and Reflection: Sensemaking in 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 Mgmt.

🗣️ **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
- 🗨️ **OM:** 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 College

- 🗨️ **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: Case 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
- 🗨️ **OMT:** 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.
- 🗨️ **OB:** 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.
- 🕒 **HR:** 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 | **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.

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 U.

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**, Emory U.

#### 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.

Who Remains Silent at Work? The Role of Personality Characteristics in Organizational Silence | **Maria Vakola**, Athens U. of Economics and Business; **Ioannis 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

**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

☞Leadership, 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 | **Lindred Greer**, 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 | **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 | **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. Coglisser**, 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

→ A Tale of Two Technologies in Indian Railways: Case 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 Structural 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.

→ 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 Yat-Sen U.

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

➔ To Have a Cake and Eat It Too? Structural Holes' Influence on Market and Network Performance | **Andrew V. Shipilov**, INSEAD Strategy & Management Department; **Stan X. Li**, U. of Alberta

➤ How Friendships among Competitors Influence the Degree of Price Competition and Actual Prices | **Peder Inge Furseth**, Norwegian School of Management

➤ Integrating 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

**517 : (Paper Session) - (OMT) Relating Networks and Learning**

8:30am - 10:20am Atlanta Marriott Marquis: 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

📖 🗨️ Knowledge Relevance and Network Learning: Implication for Firm Performance | **Qingyuan Lori Yue**, Columbia U.; **Pamela R Haunschild**, U. of Texas, Austin  
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

🗨️ The Impact of Envy on Organizational Structure and Incentives | **Li Ma**, Washington U.; **Jack A Nickerson**, Washington U.

How Difficult Is It to Repair Damages to Reputation? | **Moowoon Rhee**, U. of Hawaii; **Michael Valdez**, U. of Hawaii

➤ For Better or Worse? Mergers and Status Outcomes in the Investment Banking Industry | **Amanda Cowen**, Harvard U.

➤ From 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

➤ Corporate Environmental Strategy: Extending the Natural Resource-Based View of the Firm | **Alain C. Verbeke**, U. of Calgary; **Frances E Bowen**, U. of Calgary; **Mona Sellers**, U. of Calgary

➔ 🗨️ Governing Sustainable Tourist Destinations: Good Government or Good Business? | **Robert Walderssee**, QUT;

**Boaz Bernstein**, QUT; **Madeleine McKechnie**, U. of Queensland/Queensland U. of Technology

- Corporate Response to Climate Change amidst Uncertainty: Institutional and Resource Perspectives | **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

### 521 (Paper Session) - (PNP) Organizational 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. Moynihan**, 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; **Liuqin 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 |

**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 | **Dongyoub Shin**, Yonsei U.; **Sangmook Yi**, Yonsei U.

### 525 (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. of London

- Understanding Local Clusters through Global Firms: the Semiconductor Industry | **Juan Alcacer**, New York U.; **Minyuan Zhao**, U. of Minnesota

### 527 (Paper Session) - (TIM) Managing Knowledge within Firms

8:30am - 10:20am Atlanta Marriott Marquis: Marquis Salon IV - TIM 1

Presented on Panels 14-19

- A Knowledge-based Perspective on the Organizational Innovation Process | **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.

- Contributing Knowledge to Knowledge 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** 🗣️📄 (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 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 Level-headed 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  
 🗣️ The 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** 🗣️ (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.; **Marti 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

MONDAY



🗣️ 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. Tywniak**, 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 Marquis: Cluster 5 - Monte Carlo

Chair: **Raymond M. Henry**, Clemson U.

Discussant: **Steve J. Kahl**, Massachusetts Institute of Technology  
Structural and Managerial Determinants of Innovation | **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

📖 Innovation 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 Marquis: 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 U.

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 Marquis: 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**, Brigham 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 | **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 Maryland, 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

The Connection Between Strategic Management and Adjacent Academic Fields: A Boundary-Spanner View | **Rajiv Nag**, U. of Arkansas; **Donald C. Hambrick**, Pennsylvania State U.; **Ming-Jer Chen**, U. of Virginia

The 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 | **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

The 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 | **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? | **Jeffrey H. Dyer**, Brigham Young U.; **Mariko Sakakibara**, U. of California, Los Angeles; **Benjamin C. Powell**, U. of Alabama; **Andrew J. Wang**, National Institute of Standards and Technology

🗨️ ➔ 🗨️ Knowledge Flow or Internalization? A Closer Look at 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.

➤ An Accountability Theory Perspective on Board Decision Monitoring and CEO Experiential Learning | **Michael McDonald**, U. of Central Florida; **Poonam Khanna**, U. of Texas, Austin

🗨️ ➔ The Power of Boards: an Empirical 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.

🗨️ ➔ 🗨️ International Expansion of Firms in Family Business Groups from Advanced Emerging Economies | **Pengji 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 | **Chunyan 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 U.

🗨️ Entrepreneurial Asymmetric Alliances: Large Firm Options and Small Firm Liabilities | **Margaret Dalziel**, U. of Ottawa

🗨️ ➔ 🗨️ Leadership change frequency, entrepreneurial 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
- ➔ 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.

- 👁️ A Happy Coincidence: Complementarities Between Incentives and Emotions in Agency Problems | **Alexandra A. Mislin**, Washington U.
- 👁️ 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** (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** (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 Imbroglia: 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** 🗨️🗨️🗨️: (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 Mary

*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 Kirchoff**, New Jersey Institute of Technology

➔ 🗨️ Schumpeter's Plea: Historical Methods in the Study of Entrepreneurship | **Daniel Wadhvani**, 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 | **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.; **Eyran Kraus**, City of Miami, Employee Relations; **Tina M. Burns**, Florida International U.

🗨️➔ 🗨️ 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**

➔ Work Outcomes and Personality Antecedents of Perceived Deep-Level Dissimilarity | **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

🗨️ → 🗨️ Wisdom from a Native-American Leader: Boundary-Spanning as a Way of Life in the Heart of America | **David A. Cowan**, Miami U.

🗨️ The 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** 🗨️ JS: (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; **Ian R Gellatly**, U. of Alberta

🗨️ Challenging 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.

🗨️ Social 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 U.

**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**, Villanova U.

🗨️ 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 Badhessa**, 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**, Southern 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

- ➔👁️ Culture's Role on IJV Top Management Team Heterogeneity and Behavioral Integration | **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 DeDuco**, 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.; **Lynn 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**, Nanjing 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**, Loyola 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; **Zheyang 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 Newbury**, Rutgers U.
- 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 →: (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.
- A Cross-Cultural Study of Motivation for Self-Employment: Comparing the United States and Mexico | **Leonel Prieto**, Texas A&M International U.; **Lei Wang**, U. of Texas, Pan American
- Global HRM Practices of Indian and Foreign MNCs in the Information Technology (IT) Sector | **Mary Mathew**, Indian Institute of Science; **Harish C. Jain**, McMaster 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 Hawai'i-Manoa; **Cristina Duffy**, U. of Hawai'i at Manoa; **Robert Doktor**, U. of Hawai'i
- 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 →: (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
- Foreign Firms' Market Segment Entry – The US Automobile Industry, 1986-2003 | **Alexander Eapen**, University of Sydney
- 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 Rodriguez**, 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
- KIM: 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
- OB: 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
- OB: 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🗉🗉**HR:** Why Do Employees Keep 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.🗉🗉**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 Cyert and March | **Christos N. Pitelis**, U. of Cambridge🗉**TIM:** When Innovation Controlling is Counterproductive: Releasing Firms' Dynamic Capabilities | **Javier Perez-Freije**, 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🗉🗉**ODC:** Framework for Community Change | **Danny L. Rhodes**, Anderson U.; **William A. Laing**, Anderson U.🗉🗉**SIM:** Platforms for Cross-Sector Social Partnerships: 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.🗉**OMT:** 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 | **Wojciech Dyduch**, Katowice Univ. Of Economics, Poland🗉➔**IM:** Developing Social Capital to Achieve Superior Internationalization: A Conceptual Model | **Mary Han**, Ryerson U.➔🗉**IM:** 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.

MONDAY



- **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.

🌐 **OCIS**: 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 Antecedents 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 Consequence | **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

🗨️ Students' Receptiveness to Online Business Courses:

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 Economics

➔🗨️ 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.;

**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.

🗨️🗨️ Political Skill: Dale Carnegie's Historical 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 | **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; **Devashresh 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 U.

*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 | **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 School  
 → 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

MONDAY



*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  
 ↻ Reciprocity 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 | **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 Coyle-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 Marquis: Marquis - 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 Learning**

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 Cincinnati  
 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.  
 → Technology Obsolescence: Information Systems 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

→ ☉ On the Way to Creativity: Engineers as Intrapreneurs in Organizations | **Iris 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.

☉ Lessons 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 Kålfjord 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 Poufelt**, 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? | **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 Marquis: 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 | **Matthew Hall**, Aston U.; **Stewart Clegg**, U. of Technology, Sydney; **John Sillince**, Aston U.

**628 🗣️: (OMT) On the Interface between Research and Practice: Experiences in Executing Engaged Research**

10:40am - 12:00pm Atlanta Marriott Marquis: 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

🗣️ A Case of Distributed, Cooperative and Enabling Institutional Entrepreneurship. | **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 Marquis: 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 Chicago

Inter-firm Connectedness, Repeated Ties and Innovative Performance: A Longitudinal Study | **Simone Ferriani**, U. of Bologna; **Gino Cattani**, New York U.; **Charles Baden-Fuller**, City U.

🗣️ 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; **Joerg Sydow**, Freie U. Berlin

**631 🗣️: (Paper Session) - (OMT) The Strategic Nature of 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

📖🗣️→ 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 Kioussis**, 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, Austin

**Winner of OMT Division Best Paper Award**

Post-Restructuring Governance: Responses by Directors and Top Managers to Institutional Pressures | **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
- 🗄️➔🗣️👁️ The Relationship between High Performance Work Systems and Proactive Environmental Management | **Inmaculada Martin-Tapia**, U. of Granada (Spain); **J. Alberto Aragón-Correa**, U. of Granada (Spain); **Rocio Llamas-Sanchez**, U. of Granada (Spain)

### 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.
- 🗄️🗣️ Knowledge, Relationships and Action in the Public 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

### 635 ➔🗣️ (Paper Session) - (PNP) Perspectives on New Public Management: Accountability, Customers & Performance

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 ➔🗣️ (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**, Ibmecc, 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 &amp; 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 &amp; E

Chair: **Lori Verstegen Ryan**, San Diego State UniversityHelping 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 ConsultantMNEs' Strategic Interventions in Response to Violent Conflict: Conceptual Model & Empirical Evidence | **Jennifer Oetzel**, American U.; **Stephen Ladek**, Independent ConsultantThe Role of Individual Businesspersons in Responding to Violent Social Conflict | **Patricia C Kelley**, U. of Washington, BothellBusiness 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 Tassabehji**, University of Bradford School of ManagementDiscussant: **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 | **Aija Elina Leiponen**, Cornell U.**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 EngineersDiscussant: **Marco Ceccagnoli**, Georgia Institute of TechnologyThe 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 | **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 | **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 Marquis: Cluster 5 - South Hampton

Chair: **Ramanath Subramanyam**, U. of Illinois, Urbana-ChampaignDiscussant: **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** 🗨️: (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 Ontario; **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 Iowa  
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 |

MONDAY

**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 C

**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 Eifenbein**, 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 | **Tiemien Wang**, London Business School

**660** (Paper Session) - (BPS) **Networks: Visualizing Alliances**

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
- 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

MONDAY



**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 | **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 anytime.

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 Manchester

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

*Critical 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**, EBAPF-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 | **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 Firms**

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** ☞☉☞ JS: (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 Charleston

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 Entrepreneurship 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 Technology

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 Meyerson**, 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 Hyatt 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 | **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** 🗨️🗨️🗨️: (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 Frankfurt

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

👁️👁️ UK 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? | **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 Technology

Division Chair-Elect.: **Ravi Ramamurti**, Northeastern U.

Program Chair: **Timothy Michael Devinniey**, 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: Meta-analysis 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** ➔🗨️: (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

➔🗨️ Emotional Intelligence and Effectiveness of Leader Role: A Dyadic Study in Four Countries | **M. Afzalur Rahim**, Western Kentucky U.; **Clement Psenicka**, Youngstown State U.

🗨️ The Study of Trust's Role in Localization of Multinational Business | **Yu-Chuan Tung**, National Kaohsiung U. of Applied Science; **Yiping Lin**, Southern 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

MONDAY



→ 👁 Managing Change in Egypt: Managerial Influence and Employee Perceptions of Justice | **Stacie Furst**, Louisiana State U.; **Maha ElShinnawy**, American University in Cairo

**690** → 👁: (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**, Bentley 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. | **Jean-Francois Coget**, HEC Paris

👁 **HR**: 401(k) Retirement Contribution Decisions: Construal Level Theory, Feasibilities, & Projected Payoffs | **Jeffrey J Bailey**, University of Idaho

**BPS**: Prospect Theory, Behavioral Theory & Threat-rigidity: Combinative Effects on Organizational Decisions | **Katsuhiko Shimizu**, U. of Texas, San Antonio

**MOC**: Impact of Mood and Emotion on Risk Preference. | **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

👁 **OCIS**: First-Impressions in Online Profiles: Psychological Processes in Knowledge Management Systems | **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 | **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

👁 **OMT**: Learning Orientation, Knowledge Management and Performance: A Study on Export-oriented Firms | **Dongqin Li**, Not Specified

👁 **OMT**: Proventure Structures and the Internal Promotion of Ideas in Knowledge Service Organizations | **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



🗨️ **OMT**: Towards Cumulative Knowledge: Fifteen Years of Evaluating Organizational Effectiveness & Performance | **Yehuda Baruch**, U. of East Anglia; **Nelson Jorge Campos Ramalho**, Setubal Polytechnic Institute

➔ **SIM**: Corporate Social and Financial Performance: An Extended Stakeholder Theory and Empirical Test | **Gerwin Van der Laan**, U. of Groningen; **Hans Van Ees**, Groningen U.; **Arjen Van Witteloostuijn**, U. of Groningen

**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.

📖 **MED**: 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.

🗨️ **OMT**: 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

🗨️ **ODC**: 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-Constraint | **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 Getúlio 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

🗨️ **BPS:** Top Management Team External Ties as Determinants of Strategy and Performance in Late Mover | **Jae Wook Yoo**, Konkuk U.; **Richard Reed**, Washington State U.; **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

🗨️ → **HR:** Human Resources Management in a Kinship Society: 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 | **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 Utah

### 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 Poufelt**, Copenhagen Business School; **Anthony F Buono**, Bentley College

Research in Management Consulting: A Knowledge Management Perspective | **Anthony F Buono**, Bentley College

Research in Management Consulting: A Knowledge Management Perspective | **Flemming Poufelt**, 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 School

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 Core-periphery Model of Leadership Development | **Eddie Blass**, Ashridge Management College; **Melissa Carr**, Ashridge Management College

📖📖➔ 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 | **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 Marquis: 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) **Improvitational Framings: Creativity, Intuition & Innovation**

12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis 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 U.

🗣️🗣️ Is it Worth Talking About Bricolage? Bricolage & Creativity: What's the Difference | **Séverine Le Loarne**, EM Grenoble

🗣️🗣️ 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 City

➔ 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

📖 Work 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 | **Weiling Hsu**, Chang Gang University; **Allan Filipowicz**, INSEAD  
Why Doesn't My Feedback-Seeking Behavior Improve the Relationship with My 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 | **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 | **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 U.

### **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.; **Sonja Rispens**, Leiden U.; **Manuela Barreto**, Leiden U.; **Floor Rink**, Leiden U.

Shared Cognition and Conflict in Teams | **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: **Ian 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.

Paying 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 York U.

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 | **Jody Hoffer Gittel**, 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 Barzilay-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

- ➔ Intranet Institutionalisation and Organisational Trust: a Longitudinal Case Study in a UK Bank | **Joao Baptista**, London School of Economics; **James Backhouse**, London School of Economics; **Ana Isabel Canhoto**, London School of Economics

- ➔ 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 DelaCerdea**, ITESO U.; **Nancy****Aronson**, Not Specified; **Gil Steil**, Not Specified**723 : (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 &amp; 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. ofSaint 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**

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 Practice 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. ofMelbourne; **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.

**727** 🗨️: (Paper Session) - (OMT) **Unpacking the Process of 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 | **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. | **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 U. Rotterdam

An Identity-Based Learning Perspective on the Dynamics of Network Partitioning | **Moowoon 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 | **Yuanyuan Wu**, McGill U.

🗨️ The Way We Learn: An Empirical Study of Learning within Organizations | **Subramaniam Ramanarayanan**, Northwestern U.

**730** 🗨️: (Paper Session) - (OMT) **The Dynamics of Industry Evolution**

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 | **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' Long-term Influences on Organizational Growth | **Xiaoqu 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. Moynihan**, 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 Ivarsson**, 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

🗨️ Linking Public Sector Performance to Public Trust: a 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 Bovaird**, 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 California
- 🗨️ Models of E-Government: Are They Correct? An 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 Kong  
 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**, CERAM

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.  
 🗨️ Does Industry Matter when Managing Stakeholder Relations? | **Jennifer J Griffin**, George Washington U.; **Charles Koerber**, The George Washington U.  
 🗨️ Downsizing and Stakeholder Orientation Among the Fortune 500: Does Family Ownership Matter? | **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 Homan Andersen**, Aarhus Business School; **Ina Drejer**, Aalborg U.; **Christian Waldstrøm**, Aarhus School of Business
- 🗨️ From 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
- 🗨️ Organizational Form and Economic Impacts on Innovation: the Case of Patent Grants Announcements | **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

MONDAY



Technology; **Thomas J Allen**, Massachusetts Institute of Technology

Transforming a University – Transforming a Region: Yale and the Biotechnology Cluster | **Shiri Breznitz**, University of Cambridge

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** 🗉🗉: (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**, Drexel U.

The Categorization of Nanotechnology | **Stine Grodal**, Stanford U

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.

🗉🗉🗉 An Integrative Perspective on the Exploration and 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 | **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

➔ Diversification and Performance: Linking Relatedness, Market Structure and the Decision to Diversify | **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

➔ Efficient Operating Room Management: An Empirical Analysis of German Hospitals | **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 groups*

*Chair:* **Arpan Jani**, University of Wisconsin - River Falls

*Discussant:* **Andrea Casey**, George Washington U.

The Antecedents 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

☞ Social Capital and Innovation – A Synthesis and Direction for Research | **Wei Zheng**, Northern Illinois U.

*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 | **Sridevi Shivarajan**, 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 Wadhvani**, 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 | **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 | **Lisa A Mainiero**, Fairfield U.; **Sherry E. Sullivan**, Bowling Green State U.

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.

**Monday 2:30PM**

**750 ☞: (AAS) Coca-Cola in Colombia, India, and Around the Globe**

2:30pm - 3:50pm Atlanta Marriott Marquis: International 6

**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 MaineDiscussant: **Christopher B. Bingham**, U. of Maryland

📖🗣️ In with the Old, In with the New: Using Genres to Study Dynamic Capabilities Among Hollywood Studios | **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**, HEC Paris

🔄 Customizing Dynamic Capabilities: Learning, Adapting and Focusing in Product Portfolio Management | **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 DameFacilitator: **Raphael H Amit**, U. of Pennsylvania

Spawned with a Silver Spoon?: Entrepreneurship and Innovation in the Medical Devices | **Aaron Chatterji**, UC Berkeley

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 Marquis: Cluster 3 - London

Chair: **Xavier Castaner**, HEC ParisDiscussant: **Douglas J. Miller**, Tulane U.

The Performance Implications of Participating in an Acquisition Wave | **Gerry McNamara**, Michigan State U.; **Jerayr M Haleblan**, 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 SchoolDiscussant: **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 CollegeDiscussant: **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 Marquis: Cluster 3 - Zurich

Chair: **Goncalo Pacheco-de-Almeida**, Stern/NYUFacilitator: **Govert Vroom**, Purdue U.

🔄 Industry Learning Environments and the Heterogeneity Of Firm Performance | **Natarajan Balasubramanian**, U. of California, Los Angeles; **Marvin B Lieberman**, U. of California, Los Angeles

Incumbent-Entrant Asymmetries and Learning-by-Doing | **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 Marquis: 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.

*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 🗨️🗨️🗨️JS: (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 Schnepfer**, 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) Development 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.; **Rangaraj 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.

🗨️How Social Context Influences Alternative Dispute Resolution Procedures 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; **Ramy 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 | **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**, Ibmecc, 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.

☞ Opportunity Acknowledgement as a Cognitive Process of Alignment: Evidence from Verbal Protocols | **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 Hiennerth**, 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.

🗣️ Technological Resources and University Spin-off Growth | **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 Prakhya**, 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 U.

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** → 🗣️JS: (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

🗄️ A Motherist's Perspective: A Path Towards a Theory of '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 | **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 Duguid**, Cornell U.; **Quinetta M. Roberson**, Cornell U.; **Orlando C. Richard**, U. of Texas, Dallas

**777** 🗄️🗄️🗄️JS: (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 Consulting

Chair: **C. Douglas Johnson**, Georgia Southern U.

Presenters: **Melanie Harrington**, American Institute 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.

🗄️ HMOs' Consumer-Friendliness & Preventive Health Care Utilization: Exploratory Findings from 2002 MEPS | **Qian Xiao**, U. of Alabama; **Grant T. Savage**, U. of Alabama

**779** 🗄️JS: (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 | **Ravi Shanker Gajendran**, 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 | **Cheryl 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 BrownsvilleInducing 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 | **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 Station☛ 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 Pelozo**, 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.☛ ☛ Values and Upward Influence Strategies in Transition: 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 | **Rogério Victor**, 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 | **PoI Herrmann**, Iowa 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 U.

**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

**OMT:** 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.

**ONE:** 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 | **Yangmin Kim**, Sogang U.

**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 | **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 Settings**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B4

Facilitator: **Christine D. Ho**, U. of Adelaide

**HCM:** Expertise Recognition, Communication, and Knowledge Sharing in Multifunctional Patient Care Teams | **Niti Pandey**, U. of Illinois, Urbana-Champaign; **Joseph J Martocchio**, U. of Illinois, Urbana-Champaign

**TIM:** The Impact of Cognitive Style on Group Performance | **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 Maryland

**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.
- 🗣️ **HR:** 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 | **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**

**Dynamics**

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C4

Facilitator: **Benyamin B. Lichtenstein**, U. of Massachusetts, Boston

- OMT:** Organizational Memory as a Complex System | **Davi Noboru Nakano**, U. of Sao Paulo; **Afonso Carlos Fleury**, U. of Sao Paulo
- 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 & Insights**

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
- 🗣️👁️ Working and Learning Together – Building Change 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. Meyer**, 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
- 📖👁️ Bridging the Digital Divide: Digital Learning Practices 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

- 📖👁️ Kitty Hawk in the Classroom: A Simulation Exercise in Creative and Entrepreneurial Behavior | **Reg Litz**, U. of Manitoba; **Dell McStay**, Bond U.
- 📖👁️ 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 | **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 Oregon
- 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? | **Joseph A Raelin**, Northeastern U.; **Victoria Marsick**, Columbia U.

Using Structured Conversations to Build Reflective Practice | **Victoria Marsick**, Columbia U.; **Terrence Earl Maltbia**, Columbia U.

Cultural Variance of Reflection in Action Learning | **Lichia Yiu**, CSEND

Preparing for Reflection Using Developmental Action Learning (DAL) | **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 | **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.

➔ 🗨️ Union Citizenship Behavior, Industrial Relations Climate and Instrumentality: A Longitudinal Study | **Donna Buttigieg**, Monash U.; **Stephen Deery**, King's College, U. of

London; **Roderick D Iverson**, Simon Fraser U.

An Examination of the Work Group Context: its Relationship 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

Linking 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 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 Deferral | **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.



- 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 | **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

- 🕒 Leveraging 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 | **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 | **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 Marquis: 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 Business, 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

### 832 → ☉: (Paper Session) - (OMT) Studying Institutional Process Beyond the Organization

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

☉ Good 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 Acquah**, 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

☉ → ☉ The Governance of Interfirm Alliances: Toward the Perspectives of Transaction Cost and Network | **Hsin-Mei Lin**, National Chinan University, Taiwan; **Sheng-ya Tseng**, National Chengchi U.; **Hengchiang Huang**, Not Specified

☉ Adding 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.; **Jeffrey H. Dyer**, 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 New Organizational 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 Kårfjord 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

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, Berkeley

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.; **Purseu 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**, 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 U.

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.

Redheaded 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 | **Kyuhoo Jin**, Korea Development Institute

**845 : (Paper Session) - (TIM) Case Studies**

2:30pm - 3:50pm Atlanta Marriott Marquis: 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 | **Tariq 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. Tzeng**, McGill

➤ It 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**

**Stephan Schrader Best Paper Award Finalist**

**846 : (Paper Session) - (TIM) Technological Capabilities and Resources I**

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

➤ R&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 Marquis: 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 U.

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 U

➤ ➤ 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

➤ ➤ Technological Innovations in the M-Commerce 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 Atlanta 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 Weerd**, 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, Location

4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - Zurich

Chair: **John Mezas**, U. of Miami

Discussant: **Andrew King**, Dartmouth College

➔🗨️ The Effect of Industry and Location on Firm Profitability in the Global Market | **Rogério Victor**, Boston U.; **Anita McGahan**, Boston U.

🗨️🗨️ 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 | **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 Marquis: International 9

Chair: **Ikenna S Uzuegbunam**, Rensselaer Polytechnic Institute

Discussant: **Sydney Finkelstein**, Dartmouth College

🗨️ Inside the Black Box: The Contrasting Effects of TMT Long-term 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 U.

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 | **Ian Larkin**, U. of California, Berkeley

### 860 🗨️: (Paper Session) - (BPS) Governance: Visuals From the Executive Suite

4:10pm - 5:20pm Atlanta Marriott Marquis: Marquis 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 | **Jinyu 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 | **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

➔🗨️ Various Large Shareholders and Corporate Board Reform in Korea | **Jootae Kim**, Dankook U; **Chinmay Pattnaik**, Yonsei U.

🗨️➔🗨️ 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 Lehmborg**, 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

🗨️ The 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

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 Roessl**, 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 Aquino**, 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 B

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 | **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 U.

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 | **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 | **Delmonize Smith**, U. of Alabama, Tuscaloosa; **Diane E. Johnson**, U. of Alabama, Tuscaloosa
- ☛ Testing a New Orientation Program: A Longitudinal 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 Technology

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 | **Guenther 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. Brouters**, 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 Acquah**, 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.  
 → ODC: 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  
 → OB: Knowledge Workers in India: Exploring the Relationship of Hope and Optimism with Performance | **Fred Luthans**, U. of Nebraska, Lincoln; **Gwendolyn M. Combs**,

MONDAY

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 Kung U.

**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

**HR:** 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 Mezas**, New York U.

**886:** (Paper Session) - (IP) **Diffusion of Organizational Norms**

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

→ **OMT:** 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

→ **MC:** Intended Effects & Unintended Consequences: 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

→ **OB:** 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: **Venkatarmann Nilakant**, U. of Canterbury

**OCIS:** Dysfunctional Influences on Coordination Quality | **J Daniel Sherman**, U. of Alabama in Huntsville  
**OCIS Division Best Interactive Paper Award - Finalist**

→ **HCM:** 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 | **Venkatarmann 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 Innovation 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

🗨️ Hybrid 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 | **Ian Michael Clarke**, Lancaster U.; **Ellen Pruyn**, Lancaster U.

🗨️ Data Indeterminacy in Organizations | **Roger L. Dunbar**, 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 Kraaijenbrink*, Twente U.

*Discussant: Ramon J. Aldag*, U. of Wisconsin, Madison

🗨️ Increasing 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; **Ujala Arun Rajadhyaksha**, Saint Mary's College; **Olga Soler**, University of Venezuela

🗨️ The Effects of Accents on Message Evaluation: Standard Dialects and Persuasion | **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

🗨️ 🗨️ The Memory of Mishaps in NASA | **Susan Burgess Miller**, NASA AERO Institute; **Fernando Olivera**, U. of Western Ontario

🗨️ 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 | **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: Lynn 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 | **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 Keffe**, 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**, Wichita 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 Institute 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

**An Experimental Investigation of Emotional 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** | **Jayanth 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. Feyerherm**, 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 Valley

Secretary: **Karen Chinander**, Florida Atlantic U.

### 910 : (Paper Session) - (OMT) Emerging Ideas About Social Capital and Communities of Practice

4:10pm - 5:20pm Atlanta Marriott Marquis: 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

Organizational Justice, Social Capital and the Organizational Advantage | **Ashish Mahajan**, New Mexico State U

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 Marquis: 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

### 912 : (Paper Session) - (OMT) The Cognitive Underpinnings of Institutions

4:10pm - 5:20pm Atlanta Marriott Marquis: International 4

Chair: **Rich DeJordy**, Boston College

Agency and Path Dependence: QWERTY Reconsidered | **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 Marquis: 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? | **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 | **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**, Aquinas 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

Toward a Mid-range Theory of Environmental Decision-making in Organizations | **Christoph Drechsler**, UCD Dublin

**917 : (Paper Session) - (PNP) Facilitating Knowledge Sharing, Innovation & Change**

4:10pm - 5:20pm Hilton Atlanta: Douglas

Chair: **Katherine Farquhar**, 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. Breugh**, 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 Guzrak**, 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 & E

Chair: **Philip L Cochran**, Indiana U.

Corporate Governance and Labor Management: A Firm-Level and Cross-National Empirical Study | **Roberto Garcia-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  
 → **A Corporate Governance Perspective on Corporate 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 **JS: (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 | **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 Marquis: 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 Loyalty in Electronic Commerce | **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 | **Tobias Fredberg**, Chalmers U. of Technology; **Frank T. Piller**, Massachusetts Institute of Technology

### 929 **ES: (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 | **Preeto 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 Geryts**, U of Pretoria / Council for Scientific and Industrial Research

**1497** 🗨️➔🗨️: (AAS, CMS) **AAS & CMS Joint Symposium “Fashioning a New Compact for Workers”**

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 School of Economics

*Program Chair:* **Susan M. Adams**, Bentley 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** : (SIM) **SIM Division Business Meeting**

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

**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 &amp; 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 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.**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 Marquis (Marquis 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 &amp; D

**948 : (OB) OB Division Awards and Celebration / Social Hour**

6:30pm - 8:30pm Hyatt Regency Atlanta: Centennial III &amp; 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 | **Ronald T. Cenfetelli**, U. of British ColumbiaMediators and Moderators of Communication Media Choice | **Sharon P McKechnie**, Boston CollegeIs 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 CollegeMaking 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. BremenA Social and Human Capital Perspective of the Information Systems Academic Discipline | **Catherine Long Anderson**, U. of Maryland, College ParkThe Role of Status Seeking in Online Communities: Giving the Gift of Experience | **Joseph Lampel**, Cass Business School; **Ajay Bhalla**, Cass Business SchoolAn Exploratory Study of B2E Portal User Satisfaction | **Dewi Tojib**, Monash U.; **Ly-Fie Sugianto**, Monash U.; **Sen Sendjaya**, Monash U.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 &amp; Picard

Division Chair: **Kwok Leung**, City U. of Hong Kong  
Division Chair-Elect.: **Gordon W Cheung**, The Chinese U. of Hong KongProgram 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 Marquis: 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 TechnologyDivision 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

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**Monday 7:30PM**

**959 : (GDO) Gender and Diversity in Organizations Social Hour**

7:30pm - 9:30pm Atlanta Marriott Marquis: Marquis - Salon I

*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*

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**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*

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**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 Marquis: 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, ArlingtonDiscussant: **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 GeorgiaThe Case for and Obstacles Associated with Religion as an Aspect of HR Management and Diversity | **James E. King**, U. of Alabama, TuscaloosaKnowledge, 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, ArlingtonThe 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 BathDiscussant: **Lotte Bailyn**, Massachusetts Institute of TechnologyProgress 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**, INSEADPlaying 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 It**

8:30am - 10:10am Hyatt Regency Atlanta: Int'l Ballroom South

Coordinator: **Michael G Jacobides**, London Business SchoolIndustry 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 SchoolCapability Dynamics: Adaptation and Success as Industries Evolve | **Constance E Helfat**, Dartmouth CollegeCreating New Markets, Changing Industries: Content and Process | **Kathleen M. Eisenhardt**, Stanford UDiscussion | **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 MiamiStone 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

↻ ➔ 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

↻ 🗣️ Alliances: Value Creation or Zero Sum Game? | **Patrizia Porrini**, Long Island U.

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 Donohoe**, 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

-   **Lead Users' Rules of Engagement: The Implications 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 U.
-  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 | **Sonya Wen**, National Taiwan U.
-   Risk Allocation: Theoretical And Empirical Evidences. Application to the Defense Procurement Sector | **Jean-Michel Oudot**, U. Paris I - ATOM
-   Investment Timing and the Benefits of Real Options: A Case Study in the Telecommunications Industry | **Charlotte Krychowski**, HEC Paris; **Bertrand V. Quelin**, HEC Paris
-  Building Innovation Capabilities: Knowledge Management in Technology Product Innovation | **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**   : (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 Young U.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 MarylandGrowth and Learning - Can There Only be One | **Oliver Gottschalg**, HEC ParisLearning (Bad Habits) from Others | **Freek Vermeulen**, London Business SchoolWhen 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 TechnologyDiscussant: **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 | **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 AngelesWhen Does Procedural Justice Matter? A Test of the Identity Violation Effect | **David Mayer**, U. of Central Florida; **Gary Shteynberg**, U. of Maryland; **Rebecca Gray**, U. of Central FloridaDoes 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 SchoolDiscussant: **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 Stanislaw 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.  
 🗣️➔ Exploring the Antecedents of Loyalty in Small Family-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 Godesiabo**, 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.

→ 👁️ Diversity Climate at the Group Level: What Leaders Want and Members Desire | **Oluremi B. (Remi) Ayoko**, U. of Queensland

👁️👁️ High 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

👁️ Lead 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? | **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
- Human Resource Practices and Organisational Performance: Internal and strategic fit | **Mattijs Lambooi**, 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
- Effect of Human Resource Management Practices on 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 | **Xiaoyun 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 Ownership 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 | **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.

- 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 Institute 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 Quantier**, 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 → (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

- Are Mexican Grupo Holding Companies Different? | **Ebetuel Pallares**, U. of Texas, El Paso; **Lance Brouters**, U. of Texas at El Paso
- 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 → (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

- Does Economic Freedom in Host Countries Lead to Increased Foreign Direct Investment? | **Rakesh B. Sambharya**, Rutgers University - Camden
- 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
- Growth Strategies and Counter Economic Development: The Case of Pre-revolution Iran | **Kamal Fatehi**, Kennesaw State U.
- 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.
- Globalization and Corporate Social Responsibility | **Carol-Ann Tetrault Sirsly**, Concordia University; **Rick Molz**, Concordia University

### 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 | **Mikhail 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 DelaCerdea**, 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**, Tecnológico 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 Bradford

📖**ODC**: The Human Dimension Of M&A's: The Role Of AI & 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 | **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 U.

**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 Garcia-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.

📖📖**HR**: Australian Unfair Dismissal Arbitration: Smoke and Mirrors | **John Chelliah**, U of Technology, Sydney; **Brian D'Netto**, U. of South Australia

📖📖**MED**: HIV and AIDS in the Workplace: Issues and 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.

📖**ODC**: People and Words as Things? A Development Project in a Norwegian Retail Chain | **Benedicte Brogger**, Work Research Institute; **Siw Marita Fosstenlokken**, Work Research Institute Arbeidsforskninginstituttet 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; **Weiyang 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 Tunçalp**, Sabanci U.; **Ahmet Oncu**, Sabanci U.; **Meltem Denizel**, Sabanci U.

### 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

📖**HR**: 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.

📖**OB**: 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.

🗨️🗨️**HCM**: 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 Perner**, 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 U.

**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? | **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 | **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 Marquis: 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 U.

☞ 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 | **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-Champaign; **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 Skrypnik**, U Alberta

☉ 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 Bayazit**, Koc U.; **Zeynep Aycan**, 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 College

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 | **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

Conscientiousness and Contextual Performance: The 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

How 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.; **Nureya Abarca**, Pontificia U Catolica 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 | **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 JS: (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 U.

Social Correlates of Cognitive Structures: Performance Schema Networks within Social Networks | **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 Institute of Technology; **Adi Luria**, Technion Israel Institute of Technology; **Anan Erev**, Technion Israel Institute 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 | **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 | **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 Decision-making Systems | **Kuo Frank Yu**, U. of California, Berkeley; **Karlene H. Roberts**, U. of California, Berkeley

Technology Adoption in Distributed Cognitive Environments | **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 Marquis: 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 | **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 Systems

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: Kauffhof and Gerry Weber in Germany | **Claudia Loebbecke**, U. of Cologne; **Jonathan Palmer**, William & Mary



☞ 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.

**1043** ☞☞☞: (Paper Session) - (ODC) **Organizational Learning and Change**

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 Organizational 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

☞ Performing 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 Plsek**, Paul E. Plsek & 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.

☞ Social Capital Effect on Relational Performance Improvement: An Informational Processing Perspective |

TUESDAY

**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 | **Augustine A. Lado**, Clarkson U.; **Rajiv P. Dant**, U. of South Florida; **Amanuel G. Tekleab**, Wayne State U.
- ☛ Coordinating Supply Relationships: Rhetoric and Reality | **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 U.

#### 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 | **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 Marquis: 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 Marauis**, 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 Organizational 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 |
- 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

🗨️ 🗨️ Is Green Manufacturing Competitive? Sustainable Practices and Their Impact on Competitive Outcomes | **Cathy Rusinko**, Philadelphia U.

**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 Leadership 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.

🗨️ 🗨️ Turning Themselves In: Why Some Firms Self-disclose 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

→ 🗨️ Accounting Standards and Culture: International Corruption and the Public Concern | **Paul G Wilhelm**, Virginia State U.

→ 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

🗨️ → Global Socially Responsible Investing? The SRI of US Pension Plans in the UK | **Paul R. Cox**, U. of Bath; **Marguerite Schneider**, NJIT

🗨️ → 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** : (SIM) **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-jeer Chen**, National Sun Yat-Sen U.
-   Professional Guilds and Knowledge Management | **Ram Mudambi**, Temple U.; **Tim Swift**, Temple U.
-    A Communication Perspective on Personal 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; **Corey 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 | **Elizabeth Davidson**, U. of Hawai'i, Manoa

Organizing Visions and Institutional Entrepreneurship | **Ping Wang**, U. of Maryland

Organizing Visions - Some Critical Observations | **Kalle Lyytinen**, Case Western Reserve U.

**Tuesday 8:40AM**

 Teaching-oriented |  Management Practice-oriented |  International-oriented |  Theme-oriented |  Visual Presentation |  Selected for Best Paper Proceedings

**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 College

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 | **Liuqin 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



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

**1071 🗣️ : (Paper Session) - (BPS) Diversification/M&A: Learning to Buy and Buying to Learn**

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 Haleblan**, 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

**1072 🗣️ : (Paper Session) - (BPS) Strategy Process: Stakeholders Medium and Rare**

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 | 🗣️ 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 Atlanta 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

🗣️ → Managing a Portfolio of Strategic Growth Options | **Jaideep Anand**, Ohio State U.; **Raffaele Oriani**, U. of Bologna; **Roberto Vassolo**, IAE Business School - U. Austral

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. | **Ilya 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 |

**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

**1081** : (Paper Session) - (BPS) **Innovation: Knowledge 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

➔ Internal 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 School

Do Interfirm Ties Reinforce or Substitute for Each Other? Software Alliances and Corporate Venturing | **Gary 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 Marquis: 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** : (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.
- 👁️➔👁️ Critical Organizational Events and Emergent 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 co-authored papers. Presentations by Michael Rowlinson is co-authored 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 | **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 School

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

**1089** 🗣️🗣️: (CAR) **What's New and How to: Exploring the 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 | **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 | **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

TUESDAY



**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 Berkeley

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**, Ibmecc, 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 | **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 Arikana**, 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

🗨️ How Much Does Industry Matter For Startups? | **Jeremy Collin Short**, Utah State U.; **Gaylen N. Chandler**, Utah State U.; **Alexander McKelvie**, Jonkoping International Business School; **David Ketchen**, Auburn U

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 🗨️🗨️🗨️: (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 🗨️🗨️: (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 McAlearnay**, Ohio State U.

🗨️ Influence of Ownership on Firms' Post-Merger Product 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 | **Shouou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Jeffrey Alexander**, U. of Michigan, Ann Arbor

📖 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 Berkeley

The Fragile Foundations of Regional Scientific Advantage | **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, Irvine

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, Peking 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

🗨️ Exploring the Curvilinear Relationship between HPWS and Organizational Performance in Taiwan | **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 Marquis: 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 Singapore

🗨️ → Considering Internationalisation: Firm Characteristics vis-à-vis Resource-Based Constraints | **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-Champaign

→ 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 | **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 | **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: **Jeffrey 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. Nijmegen; **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 U.
- CM: More Competitive at the Top: A Large-Sample Study of Organization Level, Gender and Conflict Styles** | **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.

→ **SIM**: 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: **Maïke Rathje**, U. of St. Gallen

🗨️ **SIM**: Crisis as Opportunity: Toward a 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; **Maïke 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

🗨️ **OCIS**: 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.

🗨️ **OMT**: 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**: Entrepreneurial Role of Foreign Subsidiaries | **Yasuhiro Yamakawa**, U of Texas at Dallas

→ **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; **Se-Hyung 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 | **Likoobe 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.

🗨️ **OB**: 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)

🗨️ → 🗨️ **SIM**: Agriculture Biotechnology and Technology Developer Strategies: Multiple Factor Considerations | **Stephen Luxmore**, Rochester Institute of Technology

→ 🗨️ **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 Vidyarthi**, 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
- 📖 🗣️ 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

- 📖 → 🗣️ Experience from a Business Student Case Writing Assignment | **Douglas N Ross**, Towson U.; **Pavel Zufan**, Mendel university; **Al Rosenbloom**, Dominican University
- 📖 🗣️ Antecedents of Learning Outcomes in a Strategic 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 Learning in GB101 World of Business | **Iris Berdrow**, Bentley College; **Andy Aylesworth**, Bentley College
- 📖 🗣️ 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

- 🗣️ 🗣️ Mentoring Virtual Employees | **Michael Scharff**, Limestone College
- 🗣️ 🗣️ 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.

- 📖 🗣️ → 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
- 📖 The 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 | **Robert Ensigh 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 Marquis: 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 Ian 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, 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

**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 | **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 | **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 London

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 Lethbridge

☛ Asymmetric Reactions to Common Dialect Group Identity in Vertical Dyads in Chinese Organizations | **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 Institute

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 York U.

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 | **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.

Organizational Capabilities 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

↗ Ubiquitous 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

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

**1153** : (Paper Session) - (ODC) **Change**

**Implementations: The Role of Individual Perceptions**

10:30am - 11:50am Hilton Atlanta: Board & Directors - ODC 2

Presented on Panels 6-10

↻ 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

↗ Exploring 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

TUESDAY

🗣️ 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 Belfast

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

🗣️ 🗣️ Organizational 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.

🗣️ Facilitating 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? | **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 | **William R. Crandall**, U. of North Carolina at Pembroke; **Richard E. Crandall**, Appalachian State U.; **Mohammad Ashraf**, U. of North Carolina at Pembroke

🗣️ 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 Marquis: International 2

Chair: **Julia Balogun**, Cass Business School, City University

🗣️ → Building Integration into Strategic Planning across Organizational Boundaries | **Julia Balogun**, Cass Business School, City University; **Paula Jarzabkowski**, Aston Business School

🗣️ 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 | **Laura Mary Ierfino**, McGill University

🗨️ The Development of the Management Consultancy Business: Beyond the Fashion Perspective | **Matthias Kipping**, Schulich School of Business, York U.; **Ian 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.

**1163** 🗨️: (Paper Session) - (OMT) **Emerging Issues in Organizational Design**

10:30am - 11:50am Atlanta Marriott Marquis: 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.

**1164** 🗨️: (Paper Session) - (OMT) **The Social Side of 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 Positioning: Schools of Thought and New 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 Marquis: International B

Chair: **Woody Van Olfen**, Maastricht U.

🗨️ On the Move: A Review and Critical Assessment of the Inter-organizational Migration Literature | **Woody Van Olfen**, 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: Repertoires 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 Padova

🗨️🗨️ 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

🗨️🗨️ A Normative Organization Theory: New Ethical 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

TUESDAY



- 👁️👁️ Contracts and Cliques: an Organizational Response to Short-Term Labor Market Uncertainties | **Valery Yakubovich**, U. of Chicago
- 🗨️👁️ Knowledge Sharing in Interorganizational Networks: The Effects of Network Stability and Density | **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.
- ➔🗨️👁️ How Science Can Foster Innovation by Saving Money | **Olli A.T. Vuola**, U. of Lausanne
- 🗨️👁️ Accountability When Hierarchical Authority is Absent: 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 | **Noushi Rahman**, Pace U.; **Fabiha Naumi**, City University of New York
- 🗨️👁️ Influence of the Emerging ICT Environment and Media on Government Decision Making Under Crisis | **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 |

**Richard Michael Clerkin**, North Carolina State U.

🗨️ The Management of State Pension Funds | **Siona Listokin**, U. of California, Berkeley

🗨️🗨️ Gaining Public Acceptance for Increasing Transportation

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**, USC

USC

### 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 | **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.

Georgia State U.

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### 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 Georgia

Georgia

🗨️🗨️ 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.

North Carolina State U.

North Carolina State U.

**Sage Publications/RM Division Best Paper Winner**

🗨️ Investigating 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.

Giessen U.

Giessen U.

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.

→ Attention Structures, Policy Windows, and Stakeholder Salience: Toward A Process Model | **Charlotte Rongrong Ren**, Purdue U., West Lafayette; **Chao Guo**, Arizona State U.

📖 A 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 Marquis: 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 Gulf Coast

### 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 | **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 |

**Rodolphe Durand**, HEC Paris; **Vincent Mangematin**,

INRA/UPMF; **Olga Bruyaka**, E.M. Lyon

☛ → ☛ Collaborative Ventures with Big Science: How

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 Marquis: 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. Yenil**, 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 Competence?**

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 Alonso-Borrego**, Universidad Carlos III de Madrid; **Luis Angel Guerras-Martin**, Universidad Rey Juan Carlos

→ 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.

Is There a Diversification Discount? Diversification, Payout 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 Marquis: 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.

Corporate 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

Corporate 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 | **Jiayun 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 | **Ayşe 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** 🗣️: (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

➔ 🗣️ Firm Strategy in a Competitive Institutional Environment: A New Generic Typology | **Krishna Udayasankar**, National University of Singapore

🗣️ 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 Larrazza-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 Multidisciplinary 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



*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**

⌘ Informal 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 Intra-team 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  
 Kraay**, 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 Māori in Aotearoa/New Zealand as a Form of  
 Critical Management Research | **Joy Panoho**, Massey U.

TUESDAY

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 Godesiabo**, 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 Perltz**, U of Mannheim

🗨️ Evidence on the Influence of Residential Segregation on the Likelihood of Being Self-Employed. | **Gregory Fairchild**, U. of Virginia

➔🗨️ 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 Hill

### 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.

### 1212 🗨️: (Paper Session) - (GDO) The Human Race?: Color, 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.

### 1213 🗨️🗨️: (Paper Session) - (HCM) Health Professionals as 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; **Winnie 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 U.

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**, Tilburg 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 Entrepreneurship: 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**, King's College, U. of London

#### 1220 →: (Paper Session) - (IM) MNCs and the Internationalization of Research and Development Activities

2:30pm - 3:50pm Atlanta Marriott Marquis: 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 MNCs Versus Domestic Firms in the Same Country | **Alvaro Cuervo-Cazurra**, U. of South Carolina; **C. Annique Un**, U. of South Carolina
  - 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. | **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 | **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 Marquis: 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 Institutional and Cultural 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 Value-shaping 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
- **GDO:** Then and Now: Disability Legislation and Employers' 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 | **Preeti 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 Weerd**, 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

🗨️ **OCIS**: 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 Marymount 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 | **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

🗨️ **OMT**: 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 Byabashajja**, 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 | **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? | **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**, Aston U.

**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 Mezas**, New York U.; **Patrice R. Murphy**, Robert H. Schaffer & Associates
- 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 | **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 | **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 University
- 🗨️ **OB**: Social Comparison and Confidence: When Thinking You're Better than Average Predicts Overconfidence | **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

- 🗨️ **OCIS**: 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 | **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 Firm | **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 | **Stefan Heusinkveld**, Radboud U. Nijmegen

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

Discussion | **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.

☞☞☞ Integrating 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

☞☞ 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, Protégés and Pioneers**

2:30pm - 3:50pm Hilton Atlanta: Roosevelt

Chair: **Robert C Ford**, U. of Central Florida

Discussant: **Douglas J. Gilbert**, University of Phoenix

☞☞ 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 in Management: 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 | **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 U.

**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, MadisonEngagement 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 NebraskaEffect of Value Congruence on Climate Strength | **Maribeth Kuenzi**, U. of Central FloridaThe 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 ManagementPredicting Emotional Regulation Strategies: The Influence of Customer Interaction | **Hayley Isaacs**, San Diego State University; **Mark G. Ehrhart**, San Diego State UniversityInauthenticity 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 WeimarLinking 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 StrathclydeMisunderstanding 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🗨️ Identity 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 ArizonaThe Effects of Communication Medium on Patterns of Communication | **Alexandre Barsi Lopes**, U. of Cincinnati;**Ajay Mehra**, U. of Cincinnati; **Bipin Prabhakar**, U. of CincinnatiThe 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, Chicago; **Arkalgud Ramaprasad**, U. of Illinois, ChicagoA 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, ChicagoCollaboration 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 UniversityTechnology 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 | **Hillo 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.

🗨️ Modeling Ethnicity, Justice, and Organizational Resistance | **Ahmad Glover**, Touro U. International; **Eric B. Dent**, U. of North Carolina, Pembroke

🗨️ 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

🗨️ Increasing the Response Rate in a Large Organization | **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 &amp; 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 Technology-mediated Service Companies in Portugal | **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 U.

### 1260 🗨️: (Paper Session) - (OMT) Relational Aspects of Knowledge Management: Diffusion, Networks, and Cross Cultural Processes

2:30pm - 3:50pm Atlanta Marriott Marquis: 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

🗨️ 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 Marquis: 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.

🗨️ 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** : (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

Interplay between Intentional and Emergent Organizing - A Generative Mechanism for Change | **Latha Poonamallee**, Case Western Reserve U.

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

📖 An 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 Yousofzai**, 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 | **Toyah L. Miller**, Texas A&M U., College Station; **Maria Carmen Triana**, Texas A&M U.; **Christopher Ray Reutzell**, 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 Erasmus 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 | **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 Marquis: 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 | **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 Marquis: 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 Toronto  
 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**

Teaching-oriented | Management Practice-oriented | International-oriented | Theme-oriented | Visual Presentation | Selected for Best Paper Proceedings

**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 Marquis: 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 Alliance Portfolio 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 Marquis: 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 U.

Some 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 Zelter**, Duke U.

Deregulation, Governance and Bank Performance. Evidence from Argentina | **Maria 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 | **Irene Goll**, U. of Scranton; **Nancy Brown Johnson**, U. of Kentucky; **Abdul Rasheed**, U. of Texas, Arlington

**1287** : (Paper Session) - (BPS) **Innovation: Mopping up 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 Marquis: 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 Marquis: 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 Kansas

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 Brouters**, 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 Auckland

**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 Mgmt.

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 Marquis: 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.

🗨️ 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

📄 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

🗨️ An 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? | **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 Balsler**, 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 Gittel**, 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 | **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. Breaguh**, 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 Maryland, College Park

Types of Fit Information Emphasized in Job Advertisements: Effects of Online Versus Newspaper and Job Level | **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 Gittel**, 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

☞ → 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**  
**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

☞ → 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 Obajulu 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 ZuerichDiscussant: **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** | **C-C. Fatima Wang**, U. of Cambridge; **Charles Hampden-Turner**, U. of Cambridge; **Tony Holden**, U. of Cambridge

→ **Cultural and Geographic Distance and Dynamics of 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**, Widener U.

**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 U.

**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

→ **OMT: 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

→ **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 Reserve U.

→ **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** | **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) Entrepreneurship 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 | **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.

→ **ENT:** Does Context Matter? A Review of Culture and Social Institutional Factors Affecting Entrepreneurship | **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 | **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.

→ **TIM:** Determinants of the Adoption of Technological 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? | **Radu Tunaru**, Cass Business School, City University; **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 | **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 | **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 InstituteENT: 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 MarylandENT: 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 JoanneumDiscussants: **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, OshkoshDiscussant: **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 LeedsA 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 &amp; 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 utah

🗨️ 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' Teamwork | **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 |

**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**, Loyola 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 Distributed | **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. Klumper**, Oklahoma State U.; **Timothy DeGroot**, Oklahoma State U.

Self-Reports and Emotional Intelligence/Competencies: Why Purpose Matters | **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 | **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 Marquis: 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.

⌘ 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 U.

- 👁️ Success of Information Systems: The Impacts of IS Quality Perceptions on IS Continuance Intention | **Hillo Bala**, U. of Arkansas, Fayetteville
- 👁️ Task and Technology Fit in Group Support System: A Three-Dimensional Reexamination of TTF | **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

- 👁️👁️ A Strategic Decision-Making Model for Supply Chain 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
- 👁️👁️ An Evaluation of Logistic Service Quality: An Empirical Case Study from the Pharmaceutical Sector | **Cid Goncalves Filho**, FUMEC U.; **Jose I. Villela**, Estacio de Sa U. e IETEC; **Washington C. Almeida**, Estacio de Sa U.; **Renata Souza Guerra**, FUMEC U.

**1343 : (Paper Session) - (OM) In Pursuit of Strategic Operations**

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

- 🗨️ Towards 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
- 👁️🗨️ Implementing Planned Change in the Supply Chain: A 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

- 🗨️ 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. of Navarra

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 Marquis: 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

👁️ Practice Innovation: Micro-Dynamics of Institutionalization | **Jad Bitar**, HEC Montreal

The Effect of the Firm on Innovation Orientation | **Ravikant Avva**, Columbia U.

🗨️ 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.

👁️🗨️ Tipping Points: When Referral Homophily Matters in Job Segregation. | **Brian Rubineau**, Massachusetts Institute of Technology; **Roberto Fernandez**, Massachusetts Institute of Technology

👁️ A Grounded Theory of Employee Motivation during M&A | **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 Marquis: 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. Amsterdam

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 Marquis: 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 | **Gordon P. Rands**, Western Illinois U.; **Barbara A. Ribbens**, Western Illinois U.; **David Casagrande**, Western Illinois U.; **Heather McIlvaine-Newsad**, Western Illinois U.

🗣️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**, U. of Toronto

🗣️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.

🗣️Ethical Issues in Information Technology: Can 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 Wisdom 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.

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

🗨️ Determinants of Entry Timing: A Study of Semiconductor Firms | **Christina Elisabeth Wyss**, U. of St. Gallen

🗨️ How Technological Capabilities Moderate the Market Pioneering - Firm Survival Relationship | **April Franco**, U. of Iowa; **Mitrabaran 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

🗨️ → 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 Division 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 Marquis: 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*

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**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, OshkoshDivision Chair-Elect.: **Laurie Milton**, U. of Calgary/U. of Western OntarioPast 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 TechnologyDivision Chair-Elect.: **Ravi Ramamurti**, Northeastern U.Program Chair: **Timothy Michael Deviney**, Australian Graduate School of ManagementProfessional 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 GeorgiaDiscussant: **Melenie J. Lankau**, U. of GeorgiaMentors' Negative Mentoring Experiences with Protégés: The Development of a Measure | **Lillian Eby**, U. of Georgia; **Jaime Durely**, U. of Georgia; **Sarah Evans**, U. of GeorgiaHow 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 FloridaMentoring as a Psychological Contract: Organizational as well as Individual Implications | **Dana L. Haggard**, U. of Missouri, Columbia**1387 JS: (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 GeorgiaExclusion, 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 & DiversityDancing 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 GeorgiaMixed Messages Regarding Workforce Diversity | **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 Marquis: Cluster 1 - Trinidad

Chairs: **Jean McGuire**, Concordia U.; **Elie Matta**, HEC Paris

A Contingency-Based Theory of Ownership and Firm

Performance | **Krishna Udayasankar**, 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 WindsorDiscussant: **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 Akron



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 Eye-to-Eye: The Moderating Effect of Behavioral Integrity on Organizational Ident | **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**, Cornell U.

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 | **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**, Chambéry 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 li**, 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 | **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 Wyoming

➔ 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: **Ujala 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.

**1397** → 🗨️: (Paper Session) - (HCM) **The Social 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. | **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. | **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 | **Changya Hu**, National Taiwan U of Science and Technology; **Hsiao-Chiao Su**, National Chengchi U.; **Chang-I Bonnie Chen**, National Chengchi 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 | **Travor 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 Kyrgidou**, 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

🗨️ Executive Competencies: Unraveling the Myth of the 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 Hyatt Regency Atlanta: Hanover F

Capturing & Repackaging Managerial Knowledge to Inform Corporate & 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**

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.

📖 → 🗣️ Diversification, Technology and Performance of Developing Country MNCs | **Lin Yuan**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore

📖 → 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, Challenges**

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 Pre-course 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 Leader | **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 | **Kwangsung 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 ArborHigh Quality Connections as an Organizing Mechanism in Low Structure Situations | **Ruth Blatt**, U. of MichiganLinking 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 VirginiaHigh Quality Connections in Public Management | **Martha S. Feldman**, U. of California, IrvineBranding Mom and Apple Pie: Family Relationships as Social Capital | **Mary Ann Glynn**, Emory U.Energy Networks and Information Loss | **Ryan Quinn**, U. of VirginiaUnderstanding 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. GallenLeader 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), IndiaPseudo-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 U.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 StationPerceived External Prestige and Turnover Intentions. Does Need for Identification Matter ? | **Karim Mignonac**, U. Sciences Sociales; **Olivier Herrbach**, U. Montesquieu - Bordeaux IV; **Sylvie Guerrero**, ESG-UQAMEconomic Exchange and Turnover Intentions: The Mediating Effect of Trust | **Sarah Sorenson**, U. of NorthernIowa; **Devasheesh P Bhawe**, 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 | **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 Hyatt 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 DresdenInvestigating 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 TechnologyThe 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 UpstateExplaining 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 CollegeDo Structural Holes in Guanxi Networks Increase Turnover in the People's Republic of China? | **Peter Hom**, Arizona State U.; **Zhixing Xiao**, China Europe International Business SchoolJob 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 Lafayette

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 Which | **Yehuda Baruch**, U. of East Anglia; **Sherry E. Sullivan**, Bowling Green State U.; **Haze Nicole Schepmyer**, Massey College, U. of Toronto

Pitfalls of the Peer-Review Process: How Reviewing Can Actually Hinder Knowledge Creation and Development | **Arthur G. Bedeian**, Louisiana State U.; **John B. Miner**, Independent Consultant

Communicating More Effectively with Editors: Lessons Learned While Editing the Journal of Management | **Daniel Feldman**, U. of Georgia

#### 1420 : (Paper Session) - (OCIS) Participative Management, Shared Leadership and Controls

8:30am - 10:20am Atlanta Marriott Marquis: 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

➔🗨️ Organizational 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 | **Wayne 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: Lessons from "Peilim" and Conceptual Framework | **Yoram**

**Mitki**, Ruppiner Academic Center; **Ram Herstein**, Ruppiner Academic Center

This is work, this is play: Artful interventions and organizational identity change | **Stefan Meisieck**, U. Nova de Lisboa; **Mary Jo Hatch**, U. of Virginia

🗨️➔ Effects of Individual-Perceived and Aggregate Group Norms on Organizational Citizenship Behavior | **Ghee Lim**, National U. of Singapore

#### 1423 🗨️🗨️: (ODC) Leadership as a Secondary Role: Insights for Organizational Development in Professional Settings

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

🗨️🗨️ Model Development for Complex Organizations: 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

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

➔ ☉ Identity Work in ENG: Coherence and Conflict in a Time of Change | **Roxana Barbulescu**, INSEAD; **John Weeks**, INSEAD

☉ Organizational 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 Stake | **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



→ 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 Banerjee**, U. of South Australia

PROCESS ANTECEDENTS OF CORPORATE SOCIAL RESPONSIVENESS | **Kareem M. Shabana**, U. of Georgia; **Elizabeth C. Ravlin**, U. of South Carolina

### 1434 🗨️JS: (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 Marquis: Cluster 5 - Monte Carlo

Chair: **Ann McFadyen**, 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 Marquis: Cluster 5 - Riviera

Chair: **William D Schulte**, Shenandoah U.

Discussant: **Kimberly A. Bates**, Trent U.

🗨️ The Diffusion of Competing Technology Standards in Two-sided 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 | **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 Berlin

→ 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

🗨️ Thirty-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.

🗨️ Rich versus King: The Entrepreneur's Dilemma | **Noam Wasserman**, Harvard U.

🗨️ Agency and Advisor Quality in IPO Withdrawal | **Kevin Boeh**, U. of Western Ontario; **Colette Southam**, U. of Western Ontario

🗨️ An Attention-based View on Intra-organizational Entrepreneurship | **Dirk De Clercq**, Brock U.; **Xavier Castaner**, HEC Paris; **Imanol Belausteguigoitia**, Instituto Tecnológico Autonomo de Mexico

**1442** 🗨️: (Paper Session) - (BPS) **Diversification/M&A: Making Marriage Work (Dimensions of Acquisition Performance)**

9:00am - 10:20am Atlanta Marriott Marquis: 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**, 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 Management University, School of Business

🗨️ The RBV, Methodological Individualism, and Managerial Cognition: Practicing Entrepreneurship | **JC Spender**, Leeds U.

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**, Erasmus 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 Mellewig**, 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 Marquis: 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 Acquah**, U. of North Carolina, Greensboro; **Charles E. Appeadu**, Georgia State U.

Escalating Commitment or Sustaining for Success | **Stacy McIlraith 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: **Rogério Victor**, Boston U.

Stock Market Reactions to Executive Oaths: the Signaling Role of CEO Backgrounds | **Yan Anthea Zhang**, Rice U.

What is the Value of Firms' New Brands? Evaluating New Brand Performance Using Stock Market | **Lenny Herrianty Pattikawa**, Erasmus University Rotterdam

Dealing with the Problem of Overvalued and 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 - Unicamp

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

📖 Entrepreneurial 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

👉🗨️ 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-Marseille 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 Tecnologico 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 | **Asgar Zardkoobi**, 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 Station

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 Rashkovich**, 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-Zahavy**, 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 Chicago

### 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: **Cesar 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.

$P = f(\text{Ability} \times \text{Conscientiousness})$ : 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

☞ The 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

- Corporate Governance Reforms and Firm Ownership | **Jordan Otten**, Utrecht School of Economics; **Purseu 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 | **Taeyoung 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. |

**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.
- 📖 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 : (MC) 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 Henez-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 concerns.*  
*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 Yagil**, 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 | **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  
 🗨️ A Model of High-Performance Suggestion Systems | **Davide 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 | **Abhishek Srivastava**, West Virginia U.; **Edwin A Locke**, U. of Maryland, College Park

📖 Antecedents of Workaholism and other Worker Behaviors | **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 | **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, Bologna U.

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 Iowa; **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 Marquis: 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 Marquis: 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. Pillier**, 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 Leybourne**, 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 | **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 Administracao de Empresas de Sao 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.

🗨️➔ Key Factors of Global Supply Strategy: A Model of 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 Nérís**, 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 | **Abhijeet 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 Management 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

Promoters 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

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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 U.

Firm Innovativeness: An Empirical Study of Strategic and Operational Factors Driving NPD Decisions | **Giulia Calabretta**, ESADE; **Boris Durisin**, Bocconi U.



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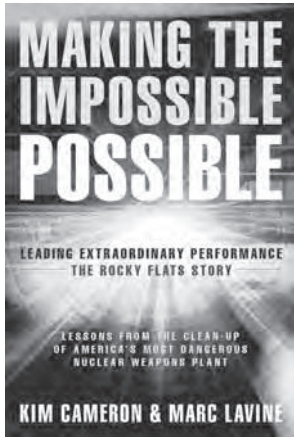
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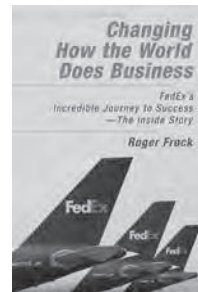
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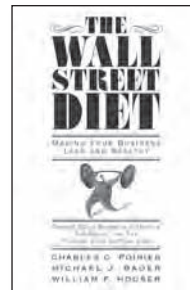
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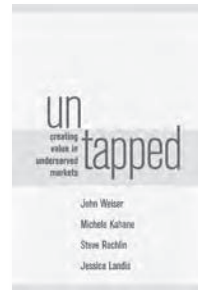
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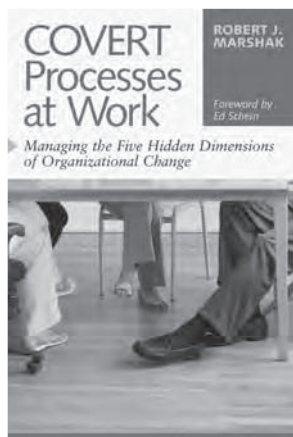
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—From the foreword, by Edgar H. Schein, Professor of Management Emeritus, Massachusetts Institute of Technology

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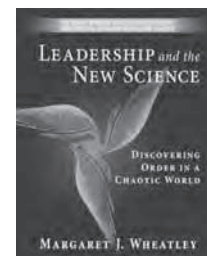
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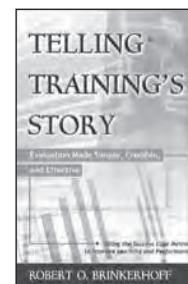
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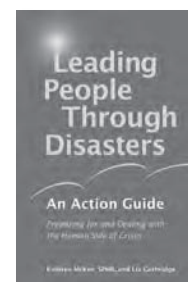
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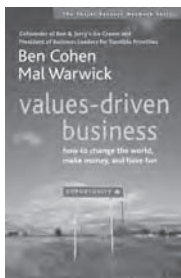


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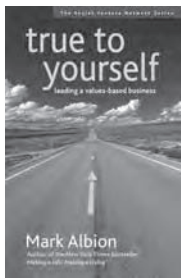
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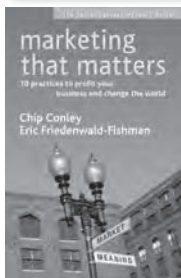
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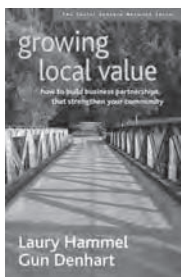
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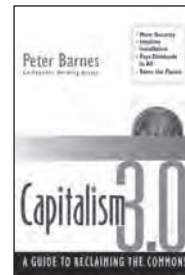
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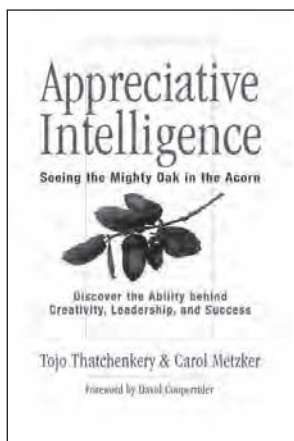
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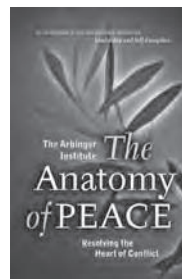
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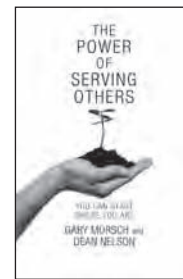
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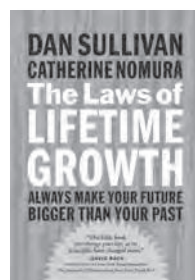
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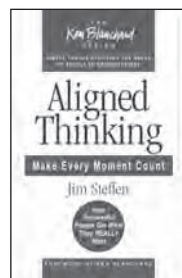
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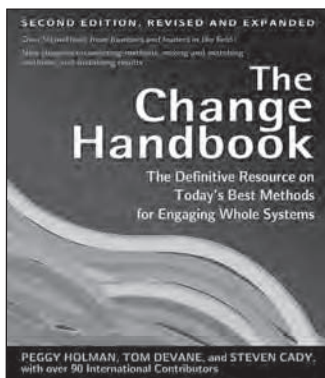
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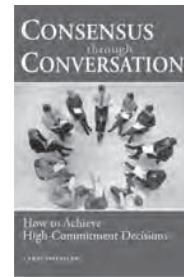
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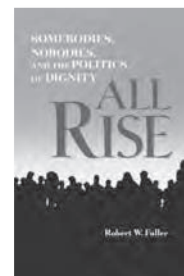
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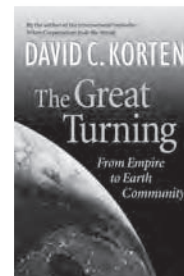
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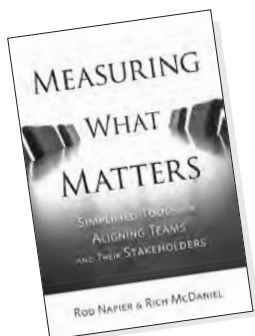
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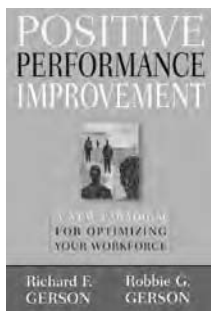
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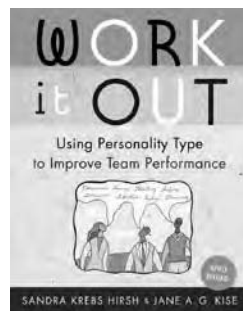
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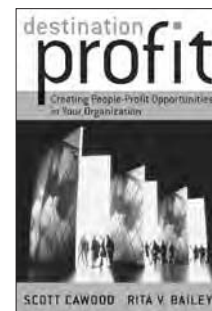
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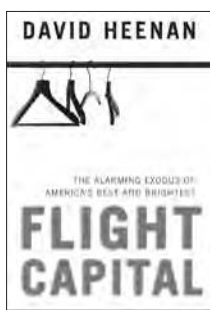
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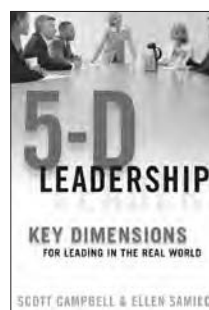
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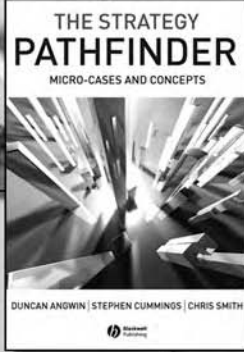
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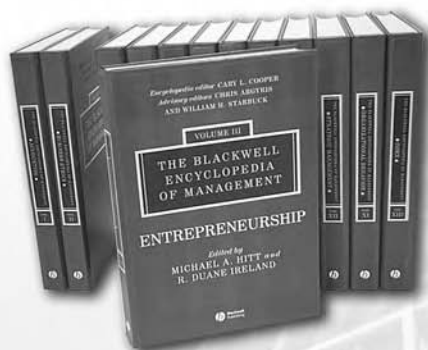


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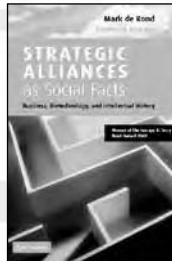


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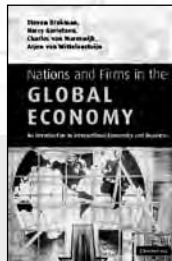
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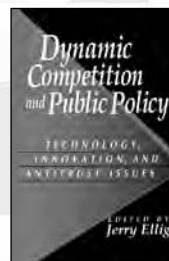
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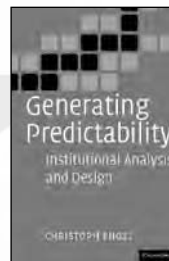
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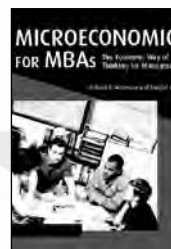
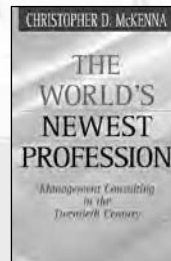
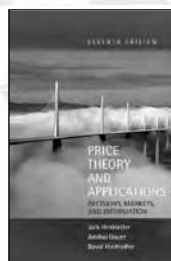
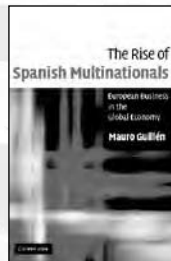
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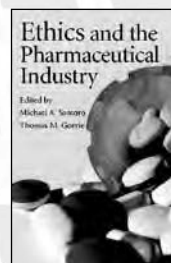
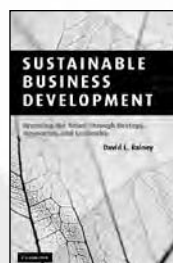
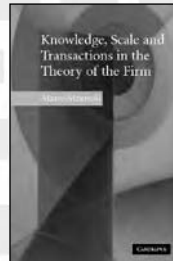
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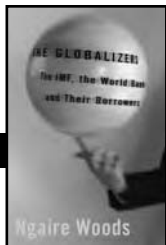
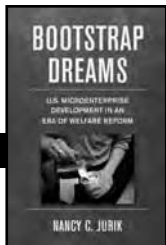
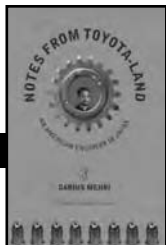
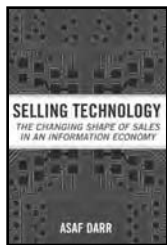
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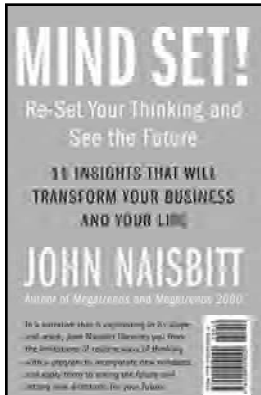


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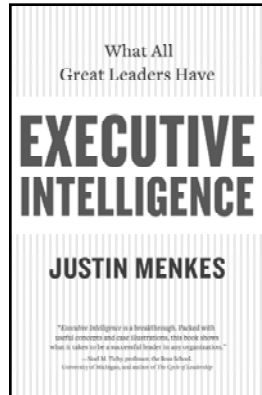
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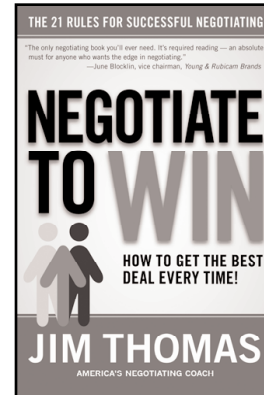
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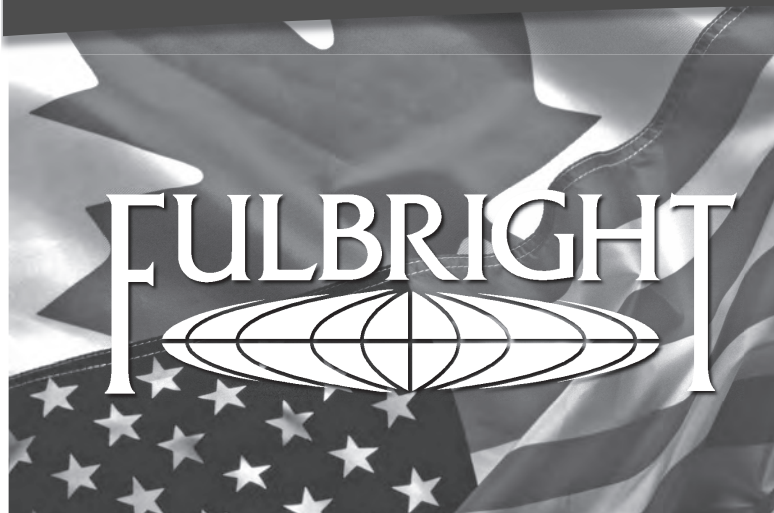
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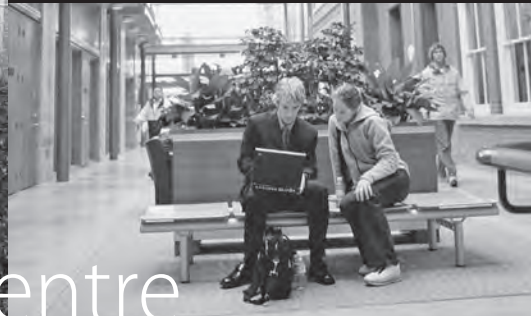
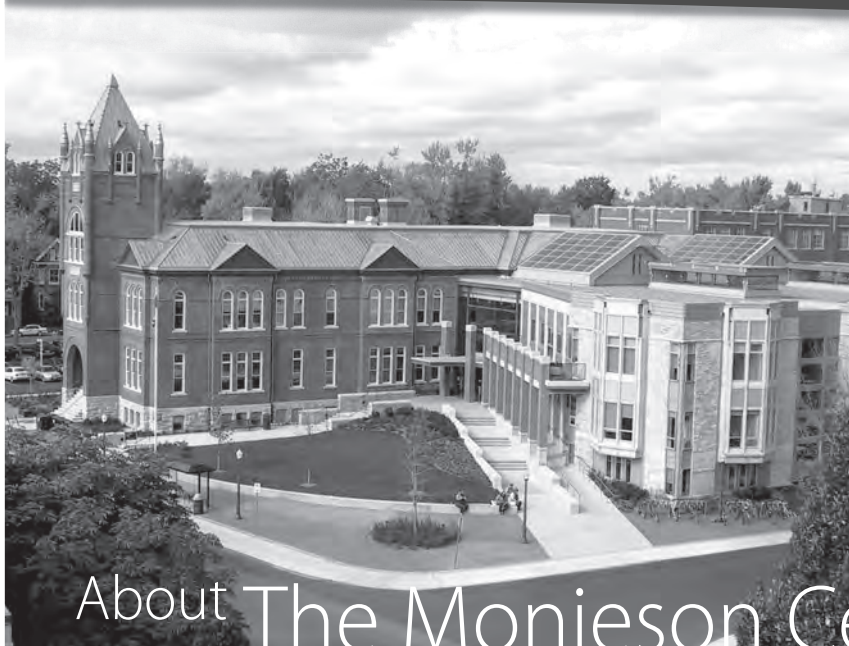


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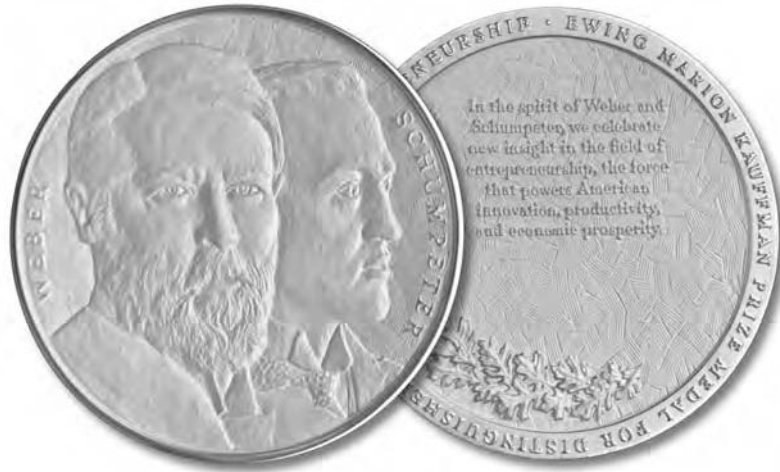
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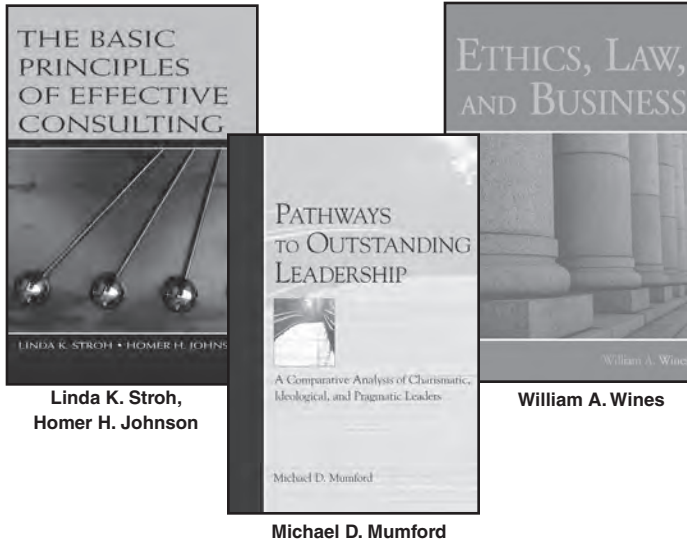
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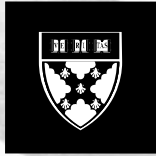
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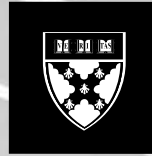
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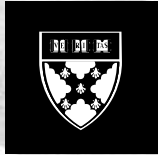
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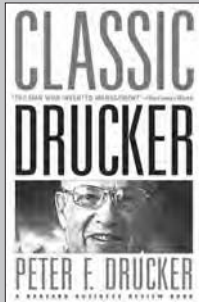
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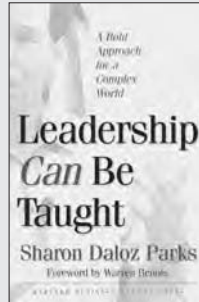
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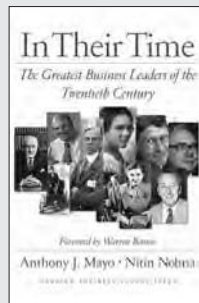


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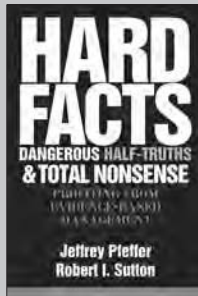
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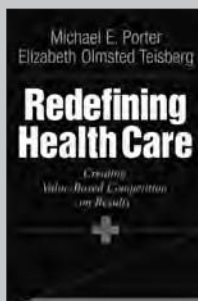


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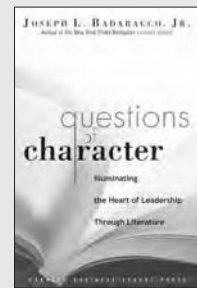
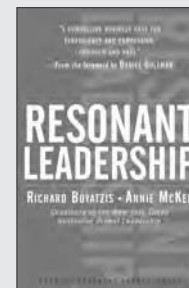


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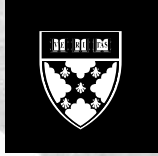
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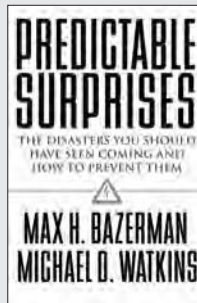
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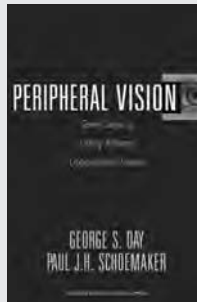
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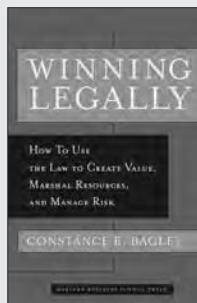
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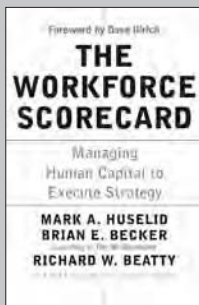
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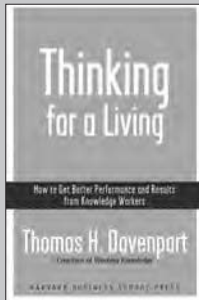


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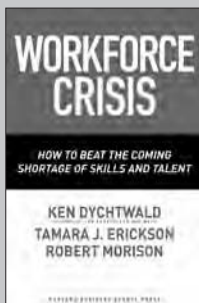


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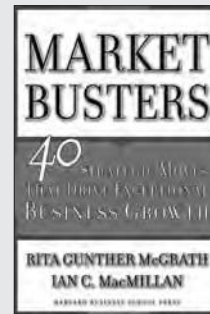


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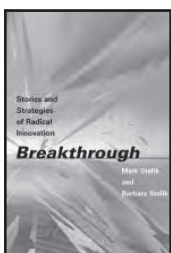
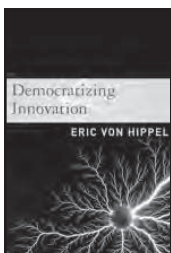
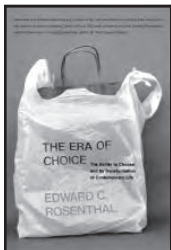
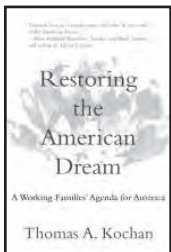
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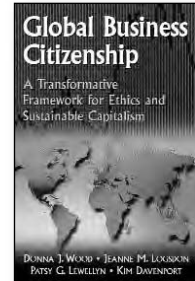
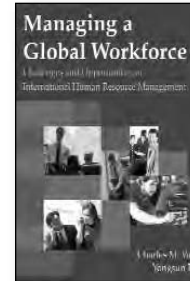
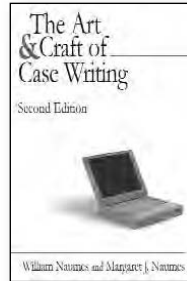
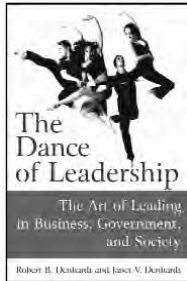
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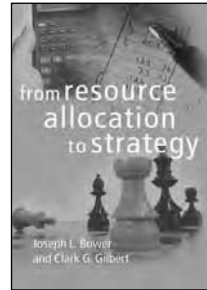
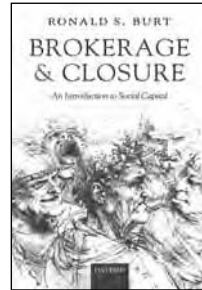
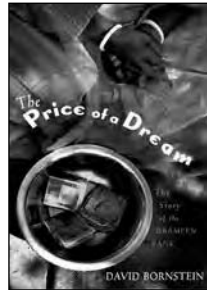
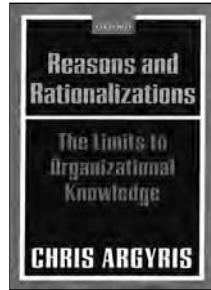
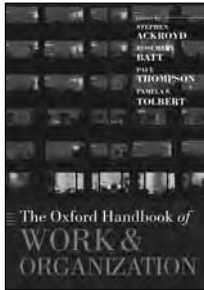
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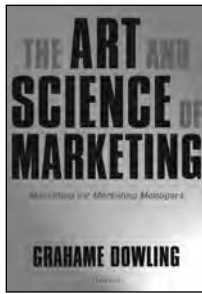
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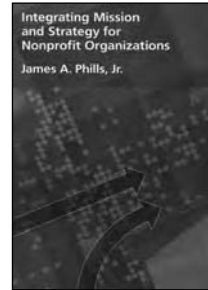
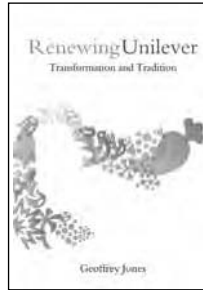
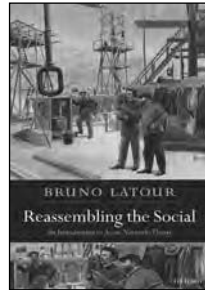
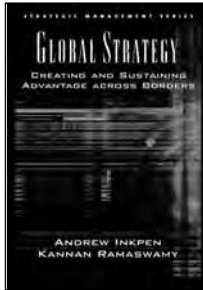
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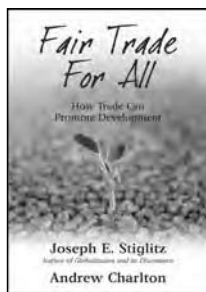
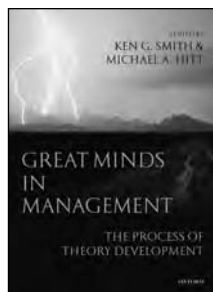
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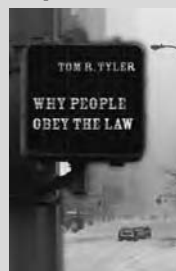
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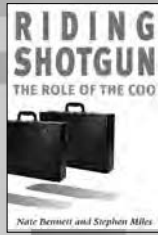
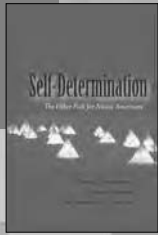
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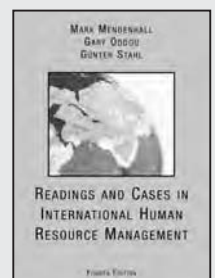
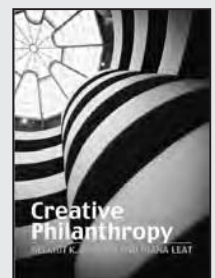
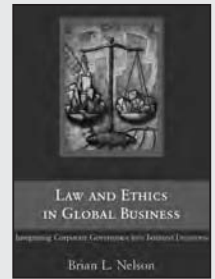
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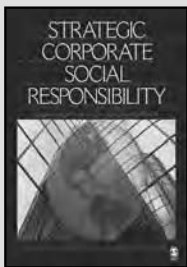
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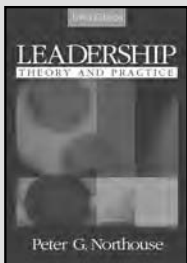
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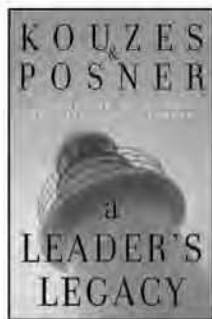
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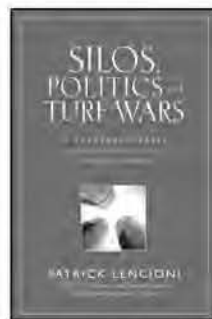
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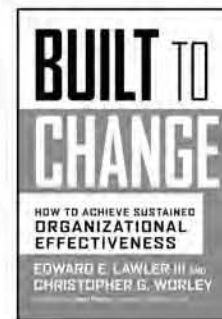
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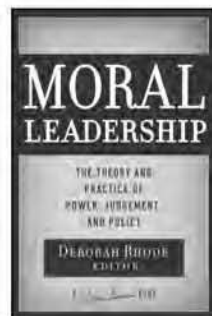
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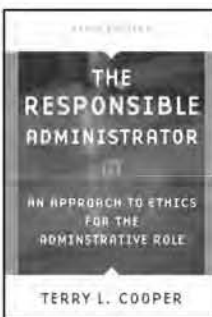
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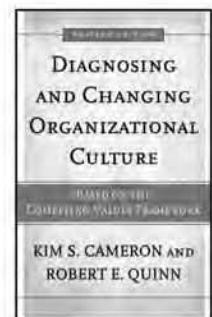
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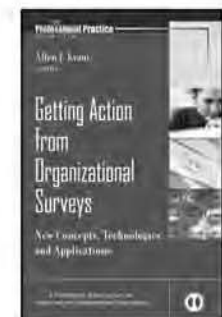
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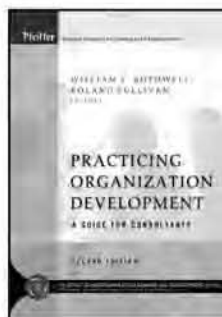
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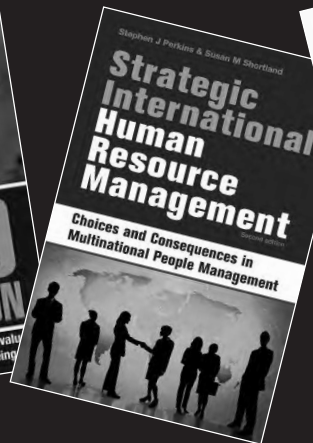
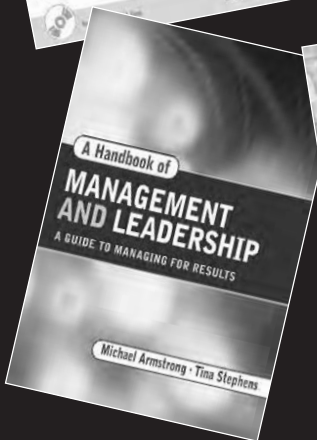
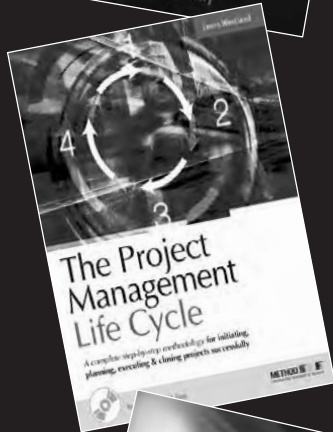
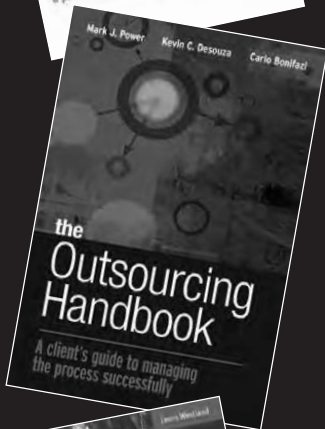
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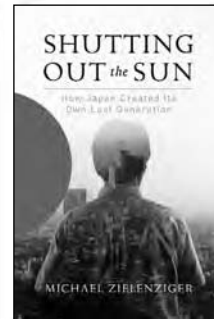
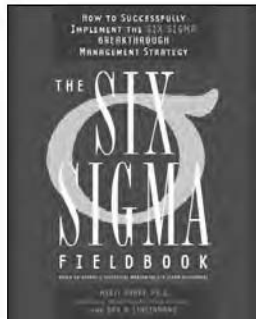
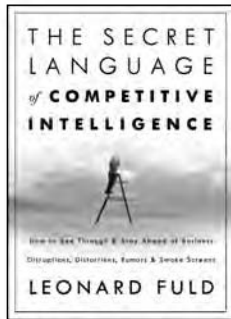
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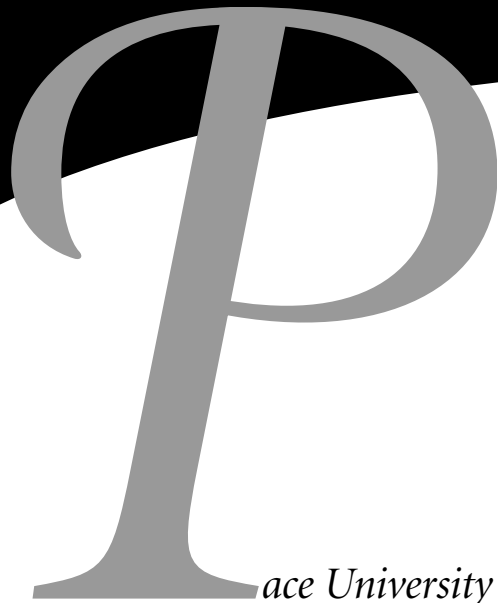
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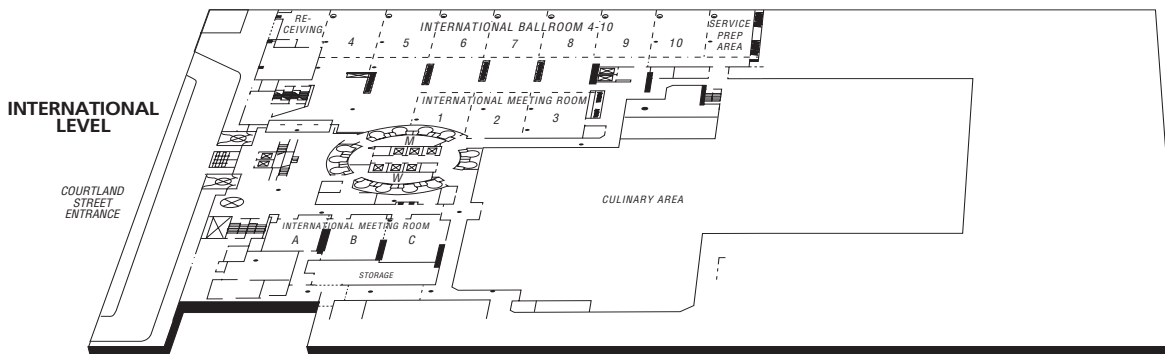
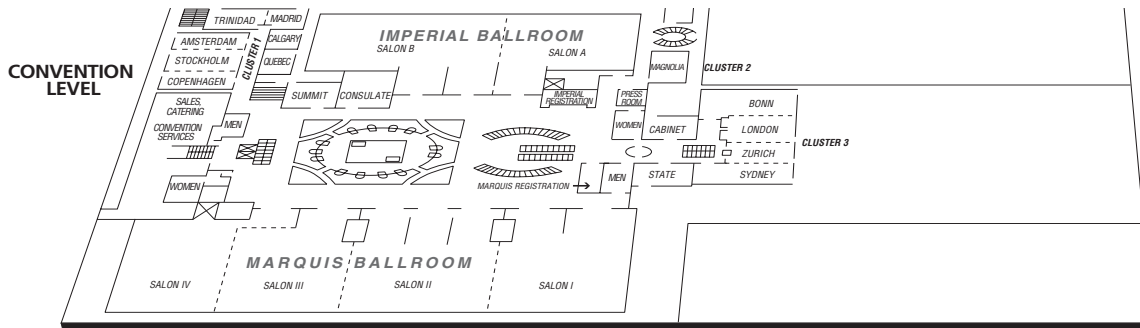
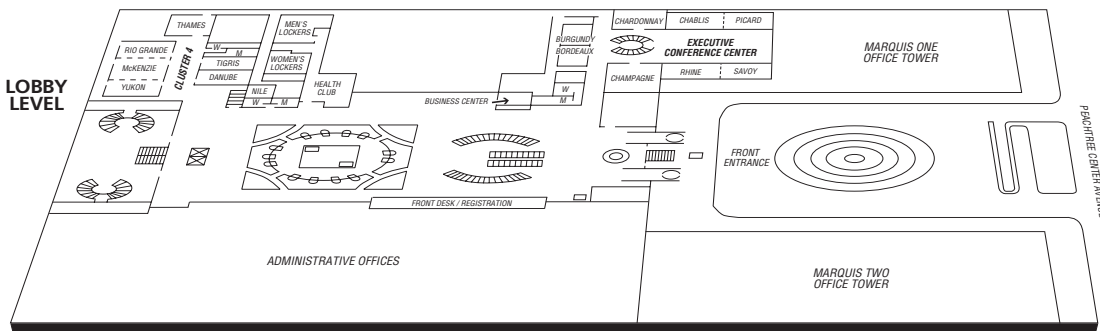
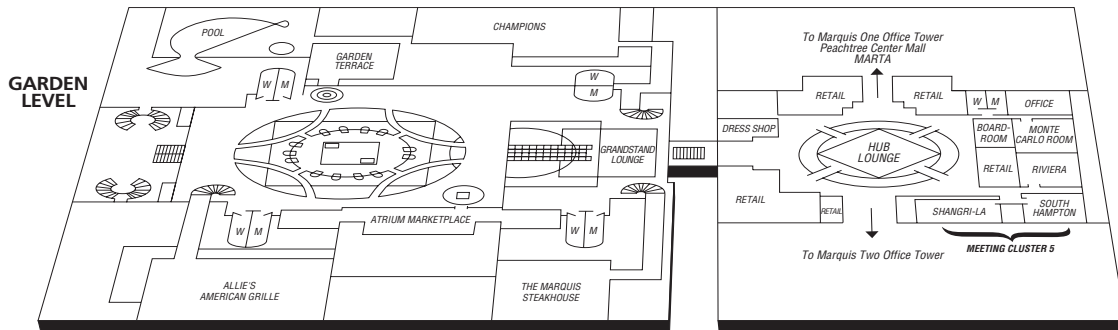


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# Atlanta Marriott Marquis

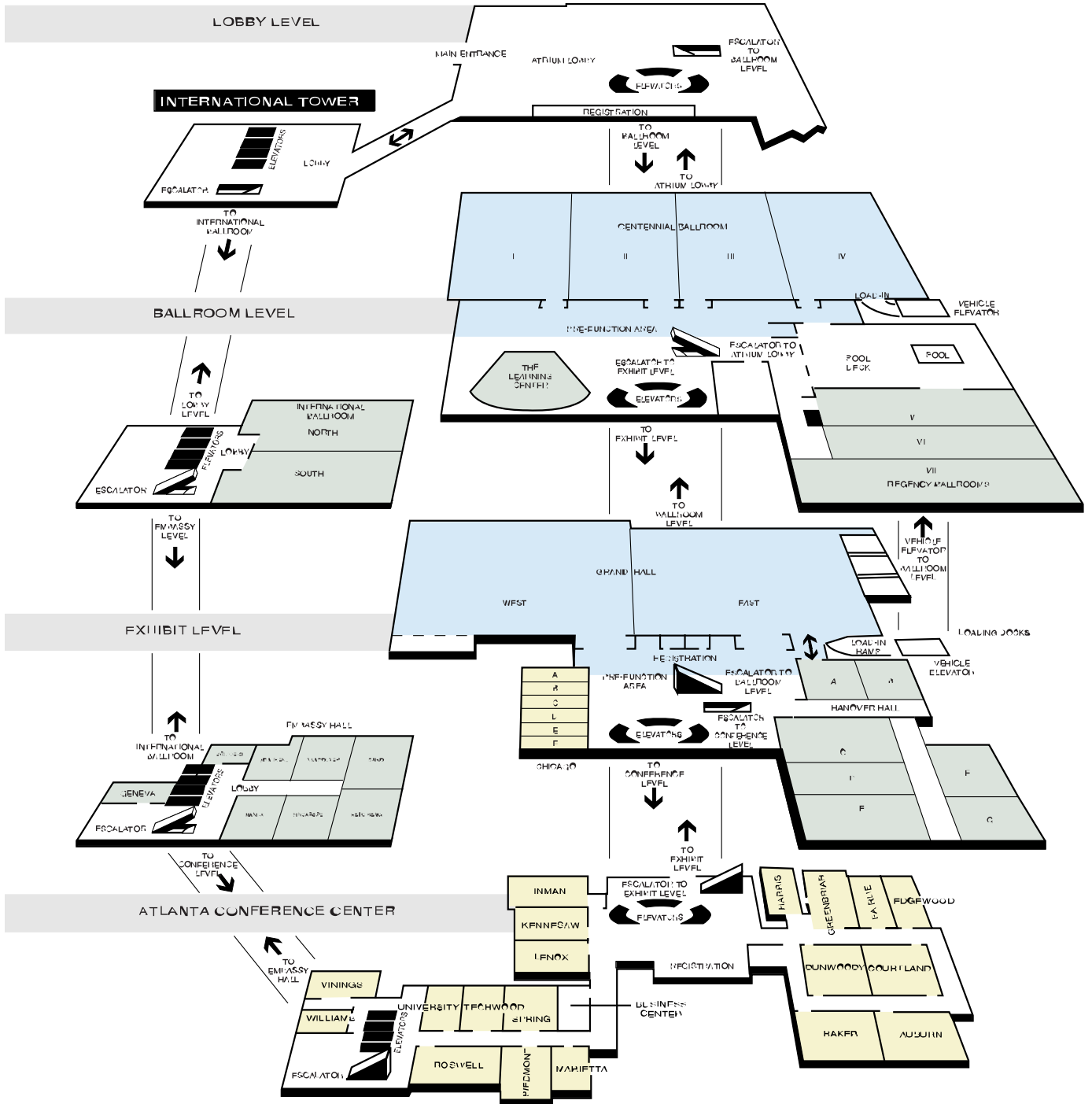


Meeting capacities have been certified by Professional Convention Management Association. Detailed floor plans are available from the Atlanta Marriott Marquis upon request.

265 Peachtree Center Avenue, Atlanta, GA 30303

# Hyatt Regency Atlanta

## Hyatt Regency Atlanta



265 Peachtree Street NE, Atlanta, GA 30303

# Hilton Atlanta

## ROOFTOP

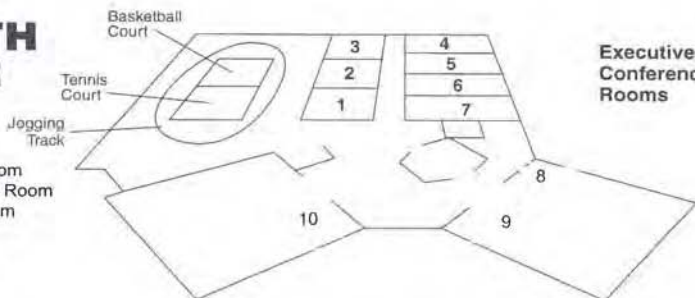
(Take express scenic elevators from Main Lobby)



- 1 Nikolai's Roof
- 2 Point of View

## FOURTH FLOOR

- 8 Legislative Room
- 9 Congressional Room
- 10 Assembly Room



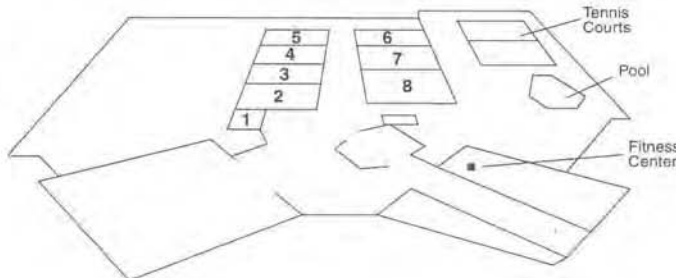
### Executive Conference Rooms

- 1 Board Room
- 2 Directors Room
- 3 Embassy Room
- 4 Cabinet Room
- 5 Council Room
- 6 Club Room
- 7 State Room

## THIRD FLOOR

### Presidential Court

- 1 Carter
- 2 Jackson
- 3 Madison
- 4 Monroe
- 5 Roosevelt

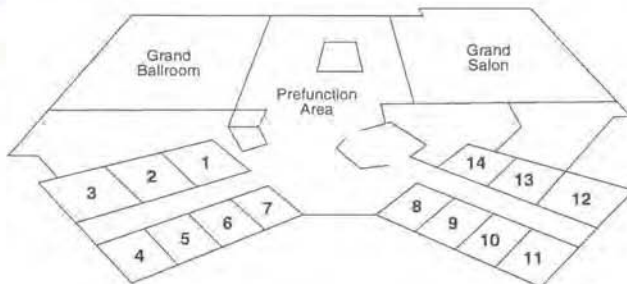


- 6 Jefferson
- 7 Washington
- 8 Adams

## SECOND FLOOR

### Northern Court Meeting Rooms

- 1 Fulton
- 2 Cobb
- 3 Clayton
- 4 Gwinnett
- 5 DeKalb
- 6 Paulding
- 7 Douglas

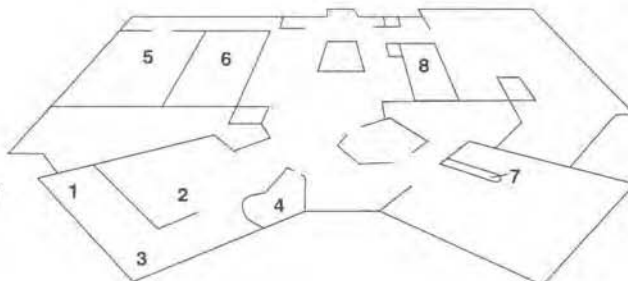


### Southern Court Meeting Rooms

- 8 Fayette
- 9 Newton
- 10 Rockdale
- 11 Forsyth
- 12 Henry
- 13 Cherokee
- 14 Walton

## LOBBY

- 1 Le Cafe
- 2 Cafe Express
- 3 Garden Terrace
- 4 Garden Terrace Bar



- 5 Crystal Ballrooms
- 6 Casablanca
- 7 Convention Registration
- 8 Hotel Check-in

## LOWER LEVEL

Hilton Exhibit Center  
Trader Vic's Restaurant and Lounge







## Abbreviations used in the Program Guide

### 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







### Other Abbreviations

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

### Hotels and Other Locations

MT	Atlanta Marriott Marquis
HR	Hyatt Regency Atlanta
HI	Hilton Atlanta
OS	Off Site

### Symbols

	Theme-oriented paper or session
	Visual Presentation
	Teaching-oriented paper or session
	Management Practice-oriented session
	International-oriented session
	Selected for Best Paper Proceedings



University of Washington Business School  
*Photo by Janet Thompson*

## *Special Thanks*

*The Academy of Management gratefully acknowledges major support for the development of the 2006 Atlanta, Georgia Annual Meeting from:*

