

WAM 2010 SCHEDULE [Draft]

KEY EVENTS AND TIMES

REGISTRATION:	Wednesday, March 24: 3:00p-5:00p Thursday, March 25: 8:00a-5:00p Friday, March 26: 8:00a-3:00p Saturday, March 27: 8:30a-9:30a
DOCTORAL/JUNIOR FACULTY CONSORTIUM:	Wednesday, March 24: 4:00p-9:00p Thursday, March 25: 7:00a-4:45p
WESTERN CASEWRITERS ASSOCIATION:	Thursday, March 25: 7:00a-4:45p
OPENING SESSION:	Thursday, March 25: 5:00p-6:30p
OPENING RECEPTION:	Thursday, March 25: 6:30p-8:00p
'LAST' SESSION:	Thursday, March 25: 9:30p-Midnight Friday, March 26: 9:00p-Midnight
NEWCOMERS' BREAKFAST:	Friday, March 26: 7:00a-8:30a
PRESIDENTIAL LUNCH:	Friday, March 26: 11:45a-1:15p
ASCENDANT SCHOLARS:	Friday, March 26: 1:30p-3:00p
FIRESIDE CHAT:	Friday, March 26: 5:45p-6:45p
BUSINESS MEETING/CONTINENTAL BREAKFAST:	Saturday, March 27: 7:00a-8:30a
CLOSING SESSION:	Saturday, March 27: 11:30a-12:30p

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PAPER SESSIONS

BPS—Friday, March 26: 10:30a-11:30a

A Theory of Nascent Organizing – Felin and Knudsen
Environmental Contingencies in Executive Compensation – Kulik and Salimath
On a Dynamic Relationship Between Firm Size, Principal Value and CEO Pay – Yao and Magnam

BPS—Friday, March 26: 3:15p-4:15p

Collective Identity Mobilization: Prototype Framing, Boundary Expansion, and Cultural Recognition – Lounsbury, Wry and Glynn
Improving Performance as Solving Insight Problems: The Roles of Assumptions, Barriers and Goals – Walinga, Cunningham and Macgregor
Reverse Agency Theory: Jenson and Meckling (1976) in Contemporary Context – Kulik and Reed

Entrepreneurship—Friday, March 26: 3:15p-4:15p

Corporate Parents, Initial Legitimacy, and Resource Acquisition in Small and Medium Firms – Murphy and Tocher
Embeddedness and Reconfiguration: Towards a Network View of Institutional Entrepreneurship – Pouthier and Wohlgezogen
The Parents' Legacy: Firm Founders and Technological Choice – Boeker, Basu, Howard and Sahaym

Entrepreneurship—Friday, March 26: 4:30p-5:30p

Big Bets, Small Wins? Entrepreneurship Behavior and ROI: AN Exploratory Study – Gilinsky, Lopez, Santini and Eyer
Challenges of Quantitative Research on Internal Corporate Venturing -- Garrett
Utility Maximization? An Expectancy View of Entrepreneurial Persistence -- Holland

Ethics—Friday, March 26: 4:30p-5:30p

Antecedents of Ethical Decision-making: A Jurisprudence Perspective – Tapis, Priya and Haser-Lafond
Cheating: Students and Faculty Perception – Josien and Seely
Perceived Organizational Forgiveness and the Punishment of Ethical Misconduct – Salvador

Ethics/Sustainability—Friday, March 26: 9:15a-10:15a

Leader Ethical Values as Key Antecedents to Transformational and Transactional Leadership -- Groves
Understanding Sustainability and the Triple Bottom Line – Kirby and Kirby

Experiential—Friday, March 26: 9:15a-10:15a

Can Team Charters Increase Learning Team Performance and Satisfaction – Hunsaker and Hunsaker
Stand and Deliver: Using Impromptu Presentations to Boost Student Learning and Engagement – Thompson and Switzky
Teaching Organization Theory: A Student Self-Assessment Technique -- Flanagan

Experiential—Saturday, March 27: 10:00a-11:15a

Showing Accumulated Learning – Young
Management and Leadership Training for Law Enforcement – Devine
Improving Resident Training Through the Use of NEO-PI-R – Horwitz, Horwitz, Brunicaudi and Awad

Human Capital/Human Resources—Saturday, March 27: 10:00a-11:15a

Ambiguities in Defining and Measuring Human Capital: Challenges in the Creation of Strategic – Poppler and Stark
Managers Holding College/University Degrees: Is There Evidence of Human Capital Justifying – Stark and Poppler
Strategy, Human Resource Management, and Performance: Refocusing Line of Sight – Buller and McEvoy

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International—Saturday, March 27: 10:00a-11:15a

An Empirical Study of Income Smoothing – Liu
International Differences in Job Satisfaction and Public Service Motivation – Westover and Taylor
Leader Cultural Intelligence in Context: Testing the Moderating Effects of Team Cultural Diversity – Groves and Feyerherm

OB—Friday, March 26: 9:15a-10:15a

Evaluating the Influence Justice Dimensions with Positive/Negative Emotions – Barclay and Kiefer
Mentoring Relational Challenges Scale Development and the Impact of Mentoring Stages – Ensher and Murphy
The Influence of Justice Perceptions on Mentoring Programs and Organizational Commitment – Neilson and Walker

OB—Friday, March 26: 10:30a-11:30a

Demographic Faultlines and Group Performance: The Role of Communication – Mora and Markoczy
Mediating Team Inputs: Team Performance Relationship Through Collective Processing – Douglas, Zivnuska and Gundlach
Millennials, Collectivism, and Team Orientation – Harris-Boundy and Flatt

OB—Friday, March 26: 3:15p-4:15p

Artifacts, Identification and Attitudes to Change in the Aftermath of an Acquisition – Kooor-Misra
Bloody Useless or “Essential”? Employee Acceptance of Confidential Information Protection Rules – Hannah and Pankratz
Why Do Members’ Mood Converge: Exploring Multi-Stage Contagion – Sy and Choi

OB—Friday, March 26: 4:30p-5:30p

Enhancing Worker Productivity and Performance: A Key Work Domains Related to Job Satisfaction – Westover, Westover and Westover
Proactive Personality and Career Future: Insight Into the Mediatlional Framework in the Change Context – Prabhu and McGuire
Putting Employee Involvement in Context: A Cross-level Model Examining Job Satisfaction – Zatzick and Iverson

OB—Saturday, March 27: 10:00a-11:15a

Assessing the Mediating and Moderating Rules of Work Attitudes – Han
If You Build It, They Will Come: The Role of Leadership & Collaboration Opportunity – Stryker
The Abbreviate Self-Leadership Questionnaire: A More Concise Measure of Self-Leadership – Houghton, Dawley and DiLiello

OB/OMT—Friday, March 26: 10:30a-11:30a

Email: An Approximation of Multi-plex Networks -- McCulloh
Topology Effects on Centrality – McCulloh, Eyre and Johnson
Overcome Networking Failure by Employing the Doctrine of the Mean – Lan

OMT—Friday, March 26, 10:30a-11:30a

Feminism, Globalism, and Leadership: How Women Make a “Worldly” World – Hammond, Madsen and Jensen
Organizational Change in the Aftermath of Tragedy: Insights from Grief Recovery – K. Hinrichs and Dale
Structural Inertia as a Result of Person-Organization Fit: Unexpected Environmental Effects – O’Farrell

OMT—Friday, March 26: 4:30p-5:30p

How Good Leaders Make Bad Decisions – A. Osland and Inamdar
Organizational Sensemaking and Deliberation in Public Settings – Gephart

WAM 2010 SCHEDULE [Draft]

PhD—Friday, March 26: 10:30a-11:30a

Gender and Leadership: A Review of Literature -- Khan
Examining the Mechanisms Linking Transformational Leadership, Employer Customer Orientation, and Service Performance – Liaw and Chi
Working with Distinctive Human Strengths While Mentoring for Career Development – Dyck

PhD—Friday, March 26: 3:15p-4:15p

A Heuristic Model to Study Nursing Workload, Safety Culture, and Quality Outcomes – Palmieri
Integrating Health Care Information Technology in Health Care Systems with Inadequate Organizational Planning – Palmieri and Peterson
There Is an "I" in "Team": The Role of Psychological Ownership and Physician's Willingness to Collaborate – Chan

PhD—Friday, March 26: 4:30p-5:30p

Processes of Diffusion of Global Work Values in Context of Multinational Organizations – Rosenblatt
Organizational Community Interaction and Novel Form Generation – Klein
Towards a Sustainability Appraisal of Participatory Action Research: Learning About Transformative Cooperation at Honokahua – Dyck

PhD—Saturday, March 27: 10:00a-11:15a

Calling in the Southpaw: Left-handedness and Group Diversity – Read and Klarner
Towards a Strong Person-Environment (P-E) Fit Theory in Organizations – Yao
The Moderation Role of Organizational Commitment and Power on Sexual Harassment Reports – Bolf and Ensai
The Origins and Consequences of Time-to-Market Capability in Highly Competitive Markets – Zhao and Ishiara

KIDS' TRACK

Session I—Friday, March 26: 3:15p-4:15p

The Development of Voyageurs National Park – Helleloid
What Girls Who Play Rugby Can Teach Organizational Leaders – White

Session II—Friday, March 26: 4:30p-5:30p

Who Wants to Be a Management Scholar? – Hurley-Hansen, Giannantonio and Hanson

EXPERIENTIAL

Friday, March 26: 9:15a-10:15a. Preparing for OTBC – Kane

Friday, March 26: 1:30p-3:00p. Box Cutters and Bananas: Tools for Increasing Creativity and Innovation in Entrepreneurship – Holland

Friday, March 26: 1:30p-3:00p. Nature as Teacher: An Experiential Session on Leadership Visioning – Finn and Neal

Friday, March 26: 1:30p-3:00p. Putting the Fun in Teaching Cross Discipline Negotiation Principles – Barkacs and Pavett

Saturday, March 27: 8:30a-9:45a. Developing Structure in an Uncertain Environment – Santilla and Horwitz

Saturday, March 27: 8:30a-9:45a. Teaching Large Business Classes Using the "Hook, Line, and Sinker" Model – Houghton

Saturday, March 27: 8:30a-9:45a. The Rotating Group Leadership Exercise: Examining Experiential Anticipation -- Hoover

Saturday, March 27: 8:30a-9:45a. Using a Class Exercise Developed from the Book "The Ropes to Skip and Ropes to Know" – Tocher

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PIPELINE SESSIONS

OB/Entrepreneurship Pipeline—Friday, March 26: 8:00a-10:00a

Collective Reflexivity Interventions in the Field – Behfar and Swaab
Employee Retention via Job Embeddedness and Effective Human Resource Management Practices – Sablinski, Wright and Wheeler
Integrated Focus: The Roles of Emotion and Cognition in Achieving Insight – Walinga
The Relationship of Culture, Attitudes, and Environment to Entrepreneurship -- Harlow
Thriving, Not Surviving, in Complex and Stressful Work Environments – Walinga

OB Pipeline—Friday, March 26: 8:00a-10:00a

Leadership: In Search of Core Value – Carpenter, Clements and Ramey
Lost Behavior and Managers in Corporate Crisis -- Hammond
Managing Teamwork, Conflict Resolution and Egos in 18th Century Europe: Some New Old Lesson – S. Baack and L. Baack
Organizational Bottom-up Competence as a Strategic Resource – Hernes
The Blank Slate Effect: Do External Entrants Get a Fresh Start in Internal Labor Markets? – Hurley-Hanson and Giannantonio

OB Pipeline—Friday, March 26: 8:00a-10:00a

Do Managerial Diversity Practices Pay Off? Investigating Fit with Organizational Context – Richard, Joshi and Roh
Internal Corporate Venturing in Multi-General Family Businesses – Garrett, Craig, Zellweger and Dibrell
Motives for Management Diversity: A Model of Leadership Commitment – Ng and Wynch
Using Affective Events Theory to Explore the Relationship Between Work-Family Enrichment – Carlson, Zivnuska, Ferguson and Whitten
Using the Faultline Model to Analyze Conflict in Family Businesses – Hall

PhD Pipeline—Friday, March 26: 8:00a-10:00a

An Exploration of Inter-organizational Altruism – Sakuda
Bridging Organizational Behavior and Health Care with Intentional Change Theory – Dyck
The Interaction between Regulatory Focus and Organizational Politics in Volunteerism – Noble, Li and Wu

PhD Pipeline—Friday, March 26: 8:00a-10:00a

Does Patent Quality Differ Between Organizational Types? – A. Hinrichs
Subjective Job Demand Is Not Isomorphic with Job Demand – Narasimhan
The Effects of Information Technology on Embedded Network Characteristics – Yao

Related Business Issues Pipeline—Friday, March 26: 8:00a-10:00a

Intelligent Parking Technologies: Do the Benefits Outweigh the Costs? – Bildeau
Prevailing Assumptions Relating to Renewability of Petroleum Resources – Buchanan
Stakeholder Interests in Conflict of Interest Rates -- Helleloid
The Financial Accounting World is Getting Flatter – Campbell and Helleloid

BPS Pipeline—Friday, March 26: 3:15p-5:15p

Biotechnology Firm's Business Model Design: Implications for Performance – Rhyne
Liability-of-Effectiveness on Job Success of Immigrant Job Searchers – Fang, Samnani and Novicevic
Market Partitioning and Competitive Dynamics – Lee
Self-satisfaction at Work: Redefining Work by Shifting Organizational Culture – Carpenter and Mueller
Validating Socially Responsible Investment Indexes: Correlations with Firm's Strategic Orientations – Clark

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Experiential Pipeline—Friday, March 26: 3:15p-5:15p

Developing a Scale for Assessment of Managerial Competencies for Undergraduate Business Students – Rezania, Benson and Buro
Integrating Sensemaking and Experiential Learning Theory in Management Education – Brown and Rezania
Learning as Experience: Using a Student-focused Information Fair – Young
On Taking Environmentalism from the Fringes to the Forefront of the Business Curriculum – Castillo
Teaching Business Undergraduates Higher Level Thinking Skills: What Are Our Best Practices? – Eissa and Labig

OMT—Friday, March 26: 3:15p-5:15p

Carrying the Water at Burning Man: Institutional Resistance and Maintenance – Trank, Hansen and Hoover
Challenge and Opportunity: NGOs and Organizational Theory – Bruton
Corporations as Social Change Agents – Fergus and Rowney
Formulating Competitive Repertoires: Four Different Action Types – Lee
Leadership for an Increasingly Turbulent World: Networks, Hierarchies and Stars in the Shadows – Kriger

SYMPOSIA

Thursday, March 25: 3:15p-4:45p

The Art of Revising and Resubmitting: A Roundtable Discussion and Mini-Workshop
Organizers: Talya N. Bauer (Portland State), Donald M. Truxillo (Portland State)

Friday, March 26: 1:30p-3:00p

Leading Institutional Change in Academe: Lessons from the Field
Organizer: Alan M. Glassman (CSU-Northridge). Panelists: Andre L. Delbecq (Santa Clara Univ.), Thomas G. Cummings (USC), Chailin Cummings (CSU-Long Beach)

Types and Antecedents of Entrepreneurial Intent: Evidence from the U.S.
Organizer: Ellen A. Drost (CSU-Los Angeles). Panelists: Leslie Williams (Menlo College), Stephen J.J. McGuire (CSU-Los Angeles), Kevin Groves (Pepperdine), Veena Prahbu (CSU-Los Angeles)

Friday, March 26: 3:15p-4:15p

Transforming a Traditional MBA Program into a Relevant, Practical, and Engaged Learning Approach
Panelists: Taggart Frost, Scott Hammond, and J.B. Ritchie (Utah Valley Univ.)

Saturday, March 27: 8:30a-9:45a

Base of the Pyramid: A New Approach to Poverty Alleviation
Organizer: John M. Bruton (CSU-Northridge). Panelists: Richard Moore (CSU-Northridge), Joyce Osland (San Jose State), Ana Maria Peredo (Univ. of Victoria), Donna Wiley (CSU-East Bay)

Counterbalancing Virtues: The Role of Humility and Courage
Organizers: Bradley P. Owen (Univ. of Michigan), Troy R. Neilson (BYU)

Saturday, March 27: 10:00a-11:15a

Starting Over: Rethinking Our Approaches to Global Leadership and Change
Panelists: Andre L. Delbecq (Santa Clara Univ.), Joyce Osland (San Jose State), Marlene Turner (San Jose State) and Harry Lane