Southern Management Association

2002
Building Effective Networks
Conference Program

November 6 - 9, 2002
Sheraton Colony Square Hotel
Atlanta, Georgia
Southern Management Association

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Michelle A. Dean, San Diego State University (2004)

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Program Coordinator: Michelle A. Dean, San Diego State University
Placement Director: Frank B. Markham, Mesa State College
Program Assistant: Ekin K. Pellegrini, University of Miami
SMA Atlanta Logo Designer: Marie-Line Germain, City College of Miami
2002 PROGRAM TRACK CHAIRS

Track 1 - Entrepreneurship/Ethics
Kunal Banerji, Florida Atlantic University – kbanerji@fau.edu

Track 2 - Health Care Administration/Hospitality Management
Dan Marlin, College of Charleston – marlind@cofc.edu

Track 3 - Human Resources/Careers/Conflict Management
Robert McDonald, Rensselaer Polytechnic Institute – mcdonr@rpi.edu

Track 4 - Information Systems/Electronic Communication/OM/Technology
Claudia Cogliser, University of Oklahoma – cogliser@ou.edu

Track 5 - International Management/Cross-Cultural/Global
Annette Ranft, Wake Forest University – ranftal@wfu.edu

Track 6 - Management History/Future Trends
Melenie Lankau, University of Georgia – mlankau@terry.uga.edu

Track 7 - Organizational Behavior/ Organizational Theory/ Organizational Development
Mary Uhl-Bien, University of Central Florida – mary.uhl-bien@bus.ucf.edu

Track 8 - Research Methods/Management Education & Consultation
Mark Gavin, Oklahoma State University – mgavin@okstate.edu

Track 9 - Social Issues/Diversity/Public Sector
Mary Jo Vaughan, Mercer University – vaughan_mj@mercer.edu

Track 10 - Strategic Management/Business Policy
Scott Geiger, University of South Florida – geiger@stpt.usf.edu

PAST PRESIDENTS*

Pamela L. Perrewé, Florida State University (2000-2001)
Vida Scarpello, Georgia State University (1999-2000)
Chester A. Schriesheim, University of Miami (1998-1999)
Mark J. Martinko, Florida State University (1997-1998)
Rose Knotts, University of North Texas (1996-1997)
J. Bernard Keys, Georgia Southern University (1993-1994)
Daniel S. Cochran, Mississippi State University (1991-1992)
John A. Pearce II, George Mason University (1990-1991)
James G. Hunt, Texas Tech University (1989-1990)
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Achilles A. Armenakis, Auburn University (1986-1987)
W. Jack Duncan, University of Alabama at Birmingham (1985-1986)
William H. Holley, Auburn University (1984-1985)
Dorothy N. Harlow, University of South Florida (1982-1983)
Dennis F. Ray, Mississippi State University (1981-1982)
Vince P. Luchsinger, Texas Tech University (1980-1981)
John E. Logan, University of South Carolina (1979-1980)
Ogden H. Hall, University of New Orleans (1978-1979)
Jay T. Knippen, University of South Florida (1977-1978)
James M. Todd, University of Memphis (1976-1977)
Daniel A. Wren, University of Oklahoma (1974-1975)
Leon C. Megginson, Louisiana State University (1973-1974)
Richard I. Levin, University of North Carolina - Chapel Hill (1972-1973)
Max B. Jones, Old Dominion University (1971-1972)
Robert M. Fulmer, Georgia State University (1970-1971)
Burnard H. Sord, University of Texas - Austin (1968-1969)
Claude S. George, University of North Carolina - Chapel Hill (1967-1968)
Herbert G. Hicks, Louisiana State University (1966-1967)
Charles R. Scott, University of Alabama (1965-1966)
William M. Fox, University of Florida (1964-1965)
Joseph L. Massie, University of Kentucky (1963-1964)

*Affiliations are at time of office*

2002 SMA OUTSTANDING PAPER AWARDS

OUTSTANDING PAPER AWARDS COMMITTEE:

Kevin B. Lowe (Committee Chair), University of North Carolina - Greensboro
William L. Gardner, University of Mississippi
E. Holly Buttner, University of North Carolina - Greensboro

2002 SMA SUPERIOR PAPER AWARD (BEST OVERALL PAPER):

Trust Context: Effect on Individual Level Outcome Variables Beyond the Influence of Leader-Member Exchange
Barbara Wech, University of Alabama-Birmingham
Kevin Mossholder, Louisiana State University

2002 SMA OUTSTANDING DOCTORAL PAPER:

A Multilevel Investigation of Individual and Contextual Factors Influencing Employee Service Performance
Hui Liao, University of Minnesota
Aichia Chuang, National Taiwan University of Science and Technology
2002 SMA TRACKS - OUTSTANDING PAPERS & OUTSTANDING REVIEWERS:

**Track 1 - Entrepreneurship/Ethics**

Best Track Paper: Why Do Employees Steal? Assessing Differences in Ethical and Unethical Employees Behavior Using Ethical Work Climates
James Weber, Duquesne University
Lance Kurke, Duquesne University

Best Doctoral Paper: Entrepreneurial Knowledge Flows and New Venture Creation
Paul Friga, University of North Carolina-Chapel Hill

Best Reviewer: Jim Coombs, Florida State University

**Track 2 - Health Care Administration/Hospitality Management**

Best Reviewer: Marjorie Icenogle, University of South Alabama

**Track 3 - Human Resources Management/Careers/Conflict Management**

Best Track Paper: Effects of Response Instructions on Racial Differences in Situational Test Performance
Nhung T. Nguyen, Lamar University
Michael A. McDaniel, Virginia Commonwealth University

Best Doctoral Paper: Work-Family Benefits and Work Commitment
Jarrod M. Haar, Te Wanaga o Aoeaaroa
Chester S. Spell, Washington State University
Suzette L. Dyer, Waikato University

Best Reviewer: Sherry Sullivan, Bowling Green State University

Best Regional Paper: The Development of a Measure of Negative Mentoring Experiences from the Protégé’s Perspective
Lillian Eby, The University of Georgia
Angie Lockwood, The University of Georgia
Marcus Butts, The University of Georgia
Shana Simon, The University of Georgia

**Track 4 – Information Systems/Electronic Communication/OM/Technology**

Best Reviewer: Andre Araujo, University of Oklahoma
Track 5 – International Management/Cross-Cultural/Global
Best Reviewer: Taco Reus, Florida State University

Track 6 - Management History/Future Trends
Best Reviewer: William J. Ritchie, Florida Gulf Coast University

Track 7 - Organizational Behavior/Organization Theory/Organizational Development
Best Track Paper: Trust Context: Effect on Individual Level Outcome Variables Beyond the Influence of Leader-Member Exchange
Barbara Wech, University of Alabama-Birmingham
Kevin Mossholder, Louisiana State University
Best Doctoral Paper: A Multilevel Investigation of Individual and Contextual Factors Influencing Employee Service Performance
Hui Liao, University of Minnesota
Aichia Chuang, National Taiwan University of Science and Technology
Best Reviewer: Charles Pierce, Montana State University

Track 8 - Research Methods/Management Education & Consultation
Best Reviewer: Maria Kraimer, University of Illinois at Chicago

Track 9 - Social Issues/Diversity/Public Sector
Best Reviewer: Jill Austin, Middle Tennessee State University

Track 10 - Strategic Management/Business Policy
Best Track Paper: Rethinking Strategy
Michael Steven, University of Illinois
Best Doctoral Paper: Managing Knowledge Eagerness: Linkages Between Knowledge-Based and Information-Processing Views of the Firm
Taco Reus, Florida State University
Best Reviewers: Tyge Payne, University of Texas at Arlington
Jeremy Short, Portland State University
2002 SOUTHERN MANAGEMENT ASSOCIATION REVIEWER LIST:

Cheryl Adkins, Longwood College
Judith Alexander, University of South Carolina
David G. Allen, University of Memphis
Jim Almeida, Fairleigh Dickinson University
Robert Amann, St. Thomas University-Miami
Tony Ammeter, University of Missouri at Rolla
Ron Anderson, University of Oklahoma
Martha Andrews, West Virginia University
Andre Araujo, University of Oklahoma
Jonathan Arthurs, University of Oklahoma
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Samir Barman, University of Oklahoma
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Karen Bishop, University of Louisville
James Bishop, New Mexico State University
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Matt Bowler, University of Kentucky
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Stephanie Castro, Florida Atlantic University
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Gilad Chen, Georgia Institute of Technology
Claudia Cogliser, University of Oklahoma
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Debra J. Cohen, The George Washington University
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James Dulebohn, Michigan State University
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Alain Fayolle, EM Lyon-France
Daniel Feldman, University of South Carolina
Manuel Portugal Ferreira, University of Utah
Gerhard Fink, WU-Wien, Research Institute for European Affairs
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Cherie Fretwell, Troy State University at Phenix City
J. Bryan Fuller, Louisiana Tech University
Thomas W. Gainey, State University of West Georgia
Kay Galsgow, Cal Poly State University
John Gamble, University of South Alabama
Esmeralda Garbi, Florida Atlantic University
William Gardner, University of Mississippi
Elie Geisler, Illinois Institute of Technology
Gretchen Gemeinhardt, Texas Woman's University
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Dennis Gravis, Washington & Lee University
Janie Gregg, Mississippi University for Women
Lee Grubb, III, Virginia Commonwealth University
Stan Gully, Rutgers University
Michael Gundlach, Florida State University
Jie Guo, University of Central Florida
Nina Gupta, University of Arkansas
Jonathan R. B Halbesleben, University of Oklahoma
BEST TRACK PAPER REVIEW COMMITTEE MEMBERS:

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Gayle Baugh, University of West Florida
Dalton Brannen, Augusta State University
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Jason A. Colquitt, University of Florida
Jim Coombs, Florida State University
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Tyge Payne, University of Texas at Arlington
Jason Shaw, University of Kentucky
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Lois Tetrak, University of Houston
Sharon Topping, University of Southern Mississippi
ABOUT THE SOUTHERN MANAGEMENT ASSOCIATION

The Southern Management Association (SMA) – an associated division of the Academy of Management - is a society of professionals drawn together through a common interest in the field of management. Its purpose is to promote excellence in management through research, writing and increased colleague interaction.

Presently, the SMA membership numbers over 700 individuals representing more than 280 colleges, universities and business firms in 43 states and 13 countries. The primary mission of the SMA is to foster the general advancement of research, learning, teaching, and practice in the field of management. Towards these ends, SMA provides opportunities for faculty who are interested in the study of management to meet for a variety of purposes.

The critical objectives of SMA include the nurturing and mentoring of new entrants into the management profession and the encouragement, development, and dissemination of new ideas and approaches to the study and teaching of management. In addition, we strive to maintain the currency of knowledge and educational skills of all members, promote collegial relationships and professional friendships, and share knowledge and expertise about how to achieve excellence in the performance of our academic roles.

A Brief Explanation of SMAI

SOUTHERN MANAGEMENT ASSOCIATION INSTITUTE

The Southern Management Association Institute (SMAI) is the organizing body within SMA that coordinates the events not associated with the traditional competitive paper sessions and symposia. SMAI has a three-pronged mission with most of the activities scheduled during pre-or post-conference times.

The first mission of SMAI is to encourage teaching effectiveness. Pre- and post-conference activities often involve teaching workshops. For example, the 1999 teaching workshop was such a success under the leadership of Tim Peterson (Oklahoma State University), that Tim was asked to chair the committee for teaching effectiveness for the Academy of Management. Tim will coordinate the 2002 Teaching Development workshop on Friday from 2:00 – 5:00pm.

The second mission of SMAI is to encourage the conceptual development of all of our members. The annual doctoral consortium, which has been a very successful pre-conference activity, will continue this year and EACH student receives a stipend of $300 to facilitate the doctoral student's participation at the SMA conference. Coordinators include: Anson Seers (Virginia Commonwealth University) Phone: (804) 828-1595  E-Mail: aseers@vcu.edu or Chester A. Schriesheim (University of Miami) Phone: (305) 284-3746  E-Mail: chet@miami.edu.

The third and final mission of SMAI is to offer sessions designed to examine the latest developments in research methods. Last year we had two very timely and successful research methods workshops and we will continue this tradition. Mark Gavin (Oklahoma State University - mgavin@okstate.edu) will coordinate this year’s research methods workshops. Pre-conference workshops on “Hierarchical Linear Modeling” and “Network Analysis” will be coordinated by Hettie Richardson (Louisiana State University - hricha4@lsu.edu).

This year, a new post-conference workshop on “Grant Writing” will be facilitated by Manuel Tejeda (Barry University - mtejeda@mail.barry.edu). The workshop will offer step-by-step guideposts in the grant-writing process from the crafting of the grant to the institutional issues and infrastructure important in developing a funding program. Funding sources, with particular emphasis on U.S. Federal sources and mechanisms, will be discussed. How grants are reviewed by different agencies will be highlighted, as will specific strategies on how to improve the chances of being funded.
SMA 2002 CONFERENCE THEME: BUILDING EFFECTIVE NETWORKS

There are a number of sessions that relate to the conference theme, “Building Effective Networks”. One of the pre-conference workshops this year will be on Network Analysis, facilitated by Steve Borgatti (Boston College). Also, new this year will be roundtable discussions, called “Networking Forums”. Instead of traditional conference presentations, these discussions will take place between authors who have read one another's papers. These forums are open to all attendees. Let's put mentoring on the table!

To facilitate networking across tracks, some sessions are titled “Integrative Paper Sessions”. These sessions contain papers from multiple tracks that fit a common research theme (the track the paper was submitted to is found in parentheses, if other than the track listed in the session heading).

A networking reception will be held on Wednesday evening especially for new members to meet with SMA members and officers. Also, a network-themed symposium in the Organizational Behavior/Organizational Theory/Organizational Development Track will take place on Friday at 3:30 p.m., “Relational Coordination Through Conversation: Building Active Networks of Shared Meaning”. Be sure to attend these events!

SMA CONFERENCE HIGHLIGHT EVENTS
&
SOUTHERN MANAGEMENT ASSOCIATION INSTITUTE CONFERENCE EVENTS

WEDNESDAY, NOVEMBER 6, 2002

SMA 14th Annual Doctoral Consortium

7:30 a.m. –
4:30 p.m.
Roswell

Coordinators: Anson Seers, Virginia Commonwealth University
Chester A. Schriesheim, University of Miami

Presenters:
Jean Bartunek, Boston College, and President, Academy of Management
Peg Williams, Virginia Commonwealth University
Jerry Hunt, Texas Tech University
Shaker Zahra, Georgia State University
Irene Duhaime, Georgia State University
Claudia Cogliser, University of Oklahoma
Allen Amason, University of Georgia
Chris Riordan, University of Georgia
Sandy Wayne, University of Georgia
Pam Perrewé, Florida State University
Daniel C. Feldman, University of South Carolina
Pat Dickson, Georgia Institute of Technology
Jason Shaw, University of Kentucky

Doctoral Consortium Luncheon

12:00 p.m. –
1:30 p.m.
Sherwood
WEDNESDAY
1:00 p.m. – 5:00 p.m.
Marietta
An Introduction to Hierarchical Linear Modeling Workshop
Coordinator: Hettie Richardson, Louisiana State University
Facilitator: Mark B. Gavin, Oklahoma State University

WEDNESDAY
1:00 p.m. – 5:00 p.m.
Atlanta
Introduction to Network Analysis Workshop
Coordinator: Hettie Richardson, Louisiana State University
Facilitator: Stephen Borgatti, Boston College

WEDNESDAY
2:00 p.m. – 4:00 p.m.
Woodstock
SMA Officers and Board Meeting
Presiding: Donna E. Ledgerwood, University of North Texas

WEDNESDAY
3:00 p.m. – 7:00 p.m.
Ballroom South
Conference Registration

WEDNESDAY
5:00 p.m. – 7:00 p.m.
Ballroom South
SMA Networking Reception
Coordinators: Sherry Sullivan, Bowling Green State University
S. Gayle Baugh, University of West Florida

WEDNESDAY
6:00 p.m. – 7:00 p.m.
Ballroom South
Placement Services Open for Late Registration Only

THURSDAY, NOVEMBER 7, 2002

SMA Continental Breakfast
7:30 a.m. – 9:00 a.m.
Crown
All SMA Registrants are invited! Come meet everyone!
Coordinator: S. Gayle Baugh, University of West Florida

THURSDAY
8:00 a.m. – 5:00 p.m.
Ballroom South
Conference Registration and Exhibits

THURSDAY
8:00 a.m. – 12:00 p.m.
Ballroom South
Placement Services

THURSDAY
(Strategic Management/Business Policy)
8:45 a.m. – 10:15 a.m.
Marietta
Track 10

Paper Session: New Directions in Strategic Management Theory
Chair: Luke Cashen, Louisiana State University

Rethinking Strategy
Steven C. Michael, University of Illinois, Urbana Champaign

Managing Knowledge Eagerness: Linkages Between Knowledge-Based and Information-Processing Views of the Firm
Taco Reus, Florida State University

The Impact of Technological Opportunity and Diversification on R&D Intensity
Joseph Peyrefitte, University of Southern Mississippi
Jeff Brice, Jr., Hofstra University

Discussants:
Janie Gregg, Mississippi University for Women
Tyge Payne, University of Texas at Arlington
Leonard Love, Louisiana State University

THURSDAY

8:45 a.m. – 10:15 a.m.
Atlanta
Track 7

(Organizational Behavior, Org. Theory, and Org. Development)

Integrative Paper Session: Political Animals: Perceptions of Organizational Politics
Chair: Marie Mitchell, University of Central Florida

The Relationship Between Outcome Expectations and Perceptions of Organizational Politics: The Role of Self-Efficacy
Matthew Valle, Elon University
K. Michele Kacmar, Florida State University
S. Zivnuska, Florida State University

Perception of Politics Formation: The Predictive Capacity of Negative and Positive Affectivity, Equity Sensitivity, and Self-Efficacy
Garry Adams, Florida State University
Darren Treadway, Florida State University

National culture: Before and After Perceptions of Politics (Intl)
M. S. Long James, Florida State University

Discussants:
Ronald Humphrey, Virginia Commonwealth University
Linda Nottingham, Georgia Southern University
Michelle K. Duffy, University of Kentucky

THURSDAY

8:45 a.m. – 10:15 a.m.
Roswell
Track 3

(Organizational Behavior, Org. Theory, and Org. Development)

Integrative Paper Session: Birds of a Feather Flock Together: Deviance and Distrust
Chair: Kenneth A. Kovach, George Mason University

The Importance of Perceived Organizational Support to the Decision to Exhibit Deviant Workplace Behavior
Christina L. Stamper, Western Michigan University

Why Do Employees Steal? Assessing Differences in Ethical and
Unethical Employees Behavior Using Ethical Work Climates (Entrepr.)
James Weber, Duquesne University
Lance Kurke, Duquesne University

An Empirical Analysis of Distrust
Joann Keyton, the University of Kansas
faye l. smith, Emporia State University

Discussants:
Mary Gowan, University of Central Florida
Ekin K. Pellegrini, University of Miami
Lucy Ford, Rutgers University

THURSDAY
8:45 a.m. – 10:15 a.m.
Kennesaw Tracks 3 & 9

(International Resources/Careers/Conflict Management)

Integrative Paper Session: Personality and Individual Differences
Chair: Caren Goldberg, George Washington University

Personality Predictors of Social Skill
L.A. Witt, University of New Orleans
Martha C. Andrews, University of North Carolina- Wilmington

Technology, Professional Personality and Contextual Performance
L.A. Witt, University of New Orleans

Leadership Perceptions: Explaining Managerial Resistance to Participation (Social)
Kay J. Bunch, Georgia State University

Discussants:
Nhung T. Nguyen, Lamar University
Theresa Domagalski, Florida Institute of Technology
Sara Bliss Kiser, Alabama State University

THURSDAY
8:45 a.m. – 10:15 a.m.
Peachtree Track 4

(Paper Session: Managing Knowledge Workers and Their Performance
Chair: Claudia Cogiser, University of Oklahoma

Mining the Long-Promised Merit of Group Interaction in Creative Idea Generation Tasks: A Meta-Analysis of the Electronic Group Brainstorming Literature
Carter L. Smith, Temple University
Darleen M. Pawlowicz, Temple University

The Integration of Cross-Functional Integration and Knowledge Management in the Achievement of High Levels of New Product Development Performance
J. Daniel Sherman, University of Alabama in Huntsville

The Road Less Traveled: A Qualitative Assessment of the Life and Times of African Americans in the Information Technology Profession
Fay Cobb Payton, North Carolina State University

Discussants:
Networking Forum 1: Outsourcing
Round Table Discussions: A special forum to facilitate developmental feedback.
Let's put mentoring on the table!

Outsourcing the Training Function: Results From the Field (HR)
Thomas Gainey, State University of West Georgia
Brian S. Klaas, University of South Carolina

T. Russell Crook, Florida State University

Conference Break

(Social Issues/Diversity/Public Sector)

Paper Session: Individual and Organizational Performance: Does Race Matter?
Chair: Cherie Fretwell, Troy State University

Supervisor – Subordinate Racial Similarity Effects in Actual Job Performance
Thomas Timmerman, Tennessee Technological University

Use of Universal, Contingency and Configuration Models to test the Effects of Racial and Gender Diversity on Organizational Performance: Field Study and Computer Simulation
Orlando C. Richard, University of Texas at Dallas
David Ford, University of Texas at Dallas
Zhi Huang, University of Texas at Dallas
Dan Li, University of Texas at Dallas

Lip Service to Multiculturalism: Docile Bodies of the Modern Organization
Jenny M. Hoobler, Northern Illinois University

Discussants:
Scott Douglas, The University of Montana
Deborah C. Fontaine, Elizabeth City State University
William Gardner, University of Mississippi

(Organizational Behavior, Org. Theory, and Org. Development)

Paper Session: Ups and Downs: Multilevel Issues
Chair: Diane Sullivan, University of Central Florida

A Multilevel Investigation of Individual and Contextual Factors Influencing Employee Service Performance
Hui Liao, University of Minnesota
Aichia Chuang, National Taiwan University of Science and Technology

Individual Responses to Change: A Multidimensional Examination and Proposed Model
Yongmei Liu, Florida State University
Michael Gundlach, Florida State University
Virginia Bratton, Florida State University

Venture Opportunity Evaluations: Comparisons between Venture Capitalists and Pre-Nascent Entrepreneurs
Karen Bishop, University of Louisville
Robert Nixon, University of Louisville

Discussants:
Christina Stamper, Western Michigan University
Linda Isenhour, University of Central Florida
Diane Sullivan, University of Central Florida

THURSDAY
10:30 a.m. – 11:45 a.m.
Roswell Track 3
(Human Resources/Careers/Conflict Management)

Paper Session: Work and Family in the New Century: Collision or Meshing in Organizations?
Chair: Daniel C. Feldman, University of South Carolina

Examining the Relationship Between Work-Family Conflict and Work-Family Practice Use
Jarrod M. Haar, Te Wanaga o Aoearoa
Chester S. Spell, Washington State University
Suzette L. Dyer, Waikato University

Work-Family Benefits and Work Commitment
Jarrod M. Haar, Te Wanaga o Aoearoa
Chester S. Spell, Washington State University
Suzette L. Dyer, Waikato University

Where is the Boundary Line: Looking into Resource-Based Work-Family Interface
Jixia Yang, Louisiana State University

Discussants:
Mary Gowan, University of Central Florida
S. Gayle Baugh, University of West Florida
Ted H. Shore, California State University at Long Beach

THURSDAY
10:30 a.m. – 11:45 a.m.
Marietta Track 5
(International Management/Cross-Cultural/Global)

Paper Session: East Meets West: Managing in International Markets
Chair: George S. Vozikis, University of Tulsa

An Institutional Perspective of MNC’s Choice of Organizational Form: The Case of Joint Ventures in China
Jie Guo McCardle, University of Central Florida

Are Chinese Willing to Work in Teams? The Moderating Role of Co-worker Support
James W. Bishop, New Mexico State University
Xiangming Chen, University of Illinois at Chicago
K. Dow Scott, Loyola University Chicago

Expatriates or International Commuters? The Role of Family, Social Networks and Support Infrastructure as Factors of Success in International Assignments
Esmeralda Garbi, Florida Atlantic University
Kunal Banerji, Florida Atlantic University

Discussants:
Taco Reus, Florida State University
Shawn M. Carraher, Texas A&M University – Commerce
James G. Hunt, Texas Tech University

THURSDAY
10:30 a.m. – 11:45 a.m.
Woodstock Track 3
Networking Forum 2: Work-Life Interfaces
A New Model of the Linkage Between Occupational Stress, Role Strain, and Work-Life Outcomes (HR)
Melvin Prince, Southern Connecticut State University
Robert Engle, Quinnipiac University
Kenneth Laird, Southern Connecticut State University

To Use or Not to Use: Work Family Initiatives Relative to Career Image Perceptions (HR)
Angela K. Miles, Old Dominion University
Sharon L. Segrest, California State University at Fullerton

THURSDAY Lunch Break
11:45 a.m. – 1:30 p.m.
THURSDAY
SMA 2003 Track Chairs’ Luncheon (by invitation only)

12:00 p.m. – 1:30 p.m.
Morningside
Placement Services

1:30 p.m. – 5:00 p.m.
Ballroom South
(Entrepreneurship/Ethics)
Integrative Paper Session: Show Me the Money: Resource Accumulation and Wealth Creation
Chair: Mickey Kavanagh, University at Albany (SUNY)

THURSDAY
1:30 p.m. – 3:00 p.m.
Kennesaw
Track 1
New Venture Competitive Strategies and Entrepreneurial Wealth Creation
Ken Robinson, Kennesaw State University

Entrepreneurial Knowledge Flows and New Venture Creation
Paul Friga, University of North Carolina-Chapel Hill

An Examination of the Validity of Service Orientation Index Within Global Entrepreneurial Organizations (HR)
Shawn M. Carraher, Texas A & M University
Sherry E. Sullivan, Bowling Green State University

Discussants:
Gerhard Fink, Research Institute for European Affairs, Vienna
Shawn M. Carraher, Texas A & M University, Commerce
Peggy Golden, Florida Atlantic University

THURSDAY
1:30 p.m. – 3:00 p.m.
Atlanta
Track 7
(Organizational Behavior, Org. Theory, and Org. Development)
Paper Session: Vive la Difference: Diversity at the Workplace
Chair: S. Gayle Baugh, University of West Florida

Racial Differences in Recipient Responses to Negative Performance Feedback: The influence of Racial Identity
Marcus Stewart, University of Georgia

A Meta-analytic Review of Sex Differences in Work-family Conflict: Resolving Conflicting Theories of Work-family Conflict
Kristin Byron, Georgia State University

F. Pinar Acar, Texas Tech University

Discussants:
Lee Grubb, Virginia Commonwealth University
Robert Wheatley, Troy State University  
Joy Karriker, Virginia Commonwealth University

**THURSDAY**  
1:30 p.m. – 3:00 p.m.  
*Roswell Track 3*  
*(Human Resources/Careers/Conflict Management)*  

**Paper Session: I Didn't Win the Lottery, Now I Need a Career**  
Chair: Scott Boyar, University of South Alabama

- **The Role of Physical Disability in Early Career**  
  Daniel C. Feldman, University of South Carolina

  Lillian T. Eby, The University of Georgia  
  Tammy D. Allen, The University of South Florida  
  Andi Brinley, The University of Georgia

- **Determinants of Alternative Employee Turnover Choices**  
  Dail Fields, Regent University  
  Myra E. Dingman, Regent University  
  Paul M. Roman, University of Georgia  
  Terry C. Blum, Georgia Institute of Technology

Discussants:  
Caren Goldberg, George Washington University  
Mel Schnake, Valdosta State University  
Alan A. Witt, University of New Orleans

**THURSDAY**  
1:30 p.m. – 3:00 p.m.  
*Marietta Track 6*  
*(Management History/Future Trends)*  

**Paper Session: “Digging” in the Past: Uncovering Management Lessons**  
Chair: Archie Carroll, University of Georgia

- **Alternate Sources of Information Gathering in Management Research: Towards an Industrial Archeological Perspective**  
  William Crandall, Concord College  
  Alan Rowe, West Virginia Division of Culture & History  
  John A. Parnell, Texas A & M University

- **Cases of Modern Strategic Management Concepts in Ancient Israel**  
  William J. Ritchie, Florida Gulf Coast University  
  Justin D. Barnard, Messiah College

- **Going Further With Less – A Historic Overview of American Motors Corporation (AMC)**  
  John E. Spillan, Pennsylvania State University  
  Christopher Ziemnowicz, Concord College  
  William Crandall, Concord College

Discussants:  
Chris H. Thomas, University of Georgia  
Joseph Gerard, University of Georgia
Luke Cashen, Louisiana State University

**THURSDAY**
1:30 p.m. –
3:00 p.m.
**Woodstock Track 4**
**Networking Forum 3: Information Technology**
Franz Willi Kellermanns, University of Connecticut
Luis L. Martins, University of Connecticut

**Performance Implications of Internet-based Information Technology in Supply Chain Management (IS)**
Howard S. Rasheed, University of South Florida
Scott Geiger, University of South Florida

**Conference Break**

**THURSDAY**
3:00 p.m. –
3:30 p.m.
**Ballroom South**

**Integrative Paper Session: My Way or the Highway: Influence Tactics and Political Skills**
Chair: Wayne A. Hochwarter, Florida State University

**Influence at Work: The Role of Political Skill in Social Influence Processes in Organizations**
Robert W. Kolodinsky, James Madison University
Gerald R. Ferris, Florida State University

**Neutralizing Job Stressors: Political Skill as an Antidote to the Dysfunctional Consequences of Role Conflict Stressors (OB)**
Kelly Zellars, University of North Carolina at Charlotte
Pam Perrewe, Florida State University
Gerald R. Ferris, Florida State University
Ana Maria Rossi, Clinica De Stress Biofeedback, Alegre, Brazil
David A. Ralston, University of Oklahoma

**The Differential Impact of OCBs and Influence Tactics on Relationship Quality and Performance Ratings Over Time**
James H. Dulebohn, Michigan State University
Lynn M. Shore, Georgia State University
Mark Kunze, Georgia State University
Debra Dookeran, Georgia State University

Discussants:
Richard Perlow, University of Lethbridge
Anson Seers, Virginia Commonwealth University
Suzanne Zivnuska, Florida State University

**THURSDAY**
3:30 p.m. –
5:00 p.m.
**Atlanta**
**Integrative Paper Session: What's Big Brother Up To? Negative Social Relationships at the Workplace**
**Track 7**

Chair: Teri Domagalski, Florida Institute of Technology

**When Do Coworkers Monitor Most?: Predictors of Peer Monitoring Levels**
Misty L. Loughry, Clemson University

**Development and Test of an Opportunity Model of Abusive Supervision**
Ben Tepper, University of North Carolina at Charlotte
Michelle Duffy, University of Kentucky
Christine A. Henle, University of North Carolina – Charlotte

**The Development of a Measure of Negative Mentoring Experiences from the Protégé’s Perspective (HR)**
Lillian Eby, The University of Georgia
Angie Lockwood, The University of Georgia
Marcus Butts, The University of Georgia
Shana Simon, The University of Georgia

Discussants:
Karen Bishop, University of Louisville
Peg Williams, Virginia Commonwealth University
Jenny Hoobler, Northern Illinois University

**THURSDAY**
3:30 p.m. – 5:00 p.m.

**Marietta**

**Track 10**

(Strategy Management/Business Policy)

**Paper Session: Strategic Alliances and Entrepreneurship**
Chair: Robert L. Stephens, University of Southern Mississippi

**The Timing of Strategic Alliance and Entrepreneurial Firm Growth: A Temporal Embeddedness Perspective**
Dingkun Ge, University of Illinois at Urbana-Champaign

**Social Context, Conflict and Consensus in the Resource Accumulation Process**
Franz W. Kellermanns, University of Connecticut
Steven W. Floyd, University of Connecticut

**A Look At the Board’s Involvement in Strategy from the CEOs’ Perspective and from the Directors’ Point of View**
Julie Siciliano, Western New England College

Discussants:
Howard Rasheed, University of South Florida
Russell Crook, Florida State University
Taco Reus, Florida State University

**THURSDAY**
3:30 p.m. – 5:00 p.m.

**Kennesaw**

**Track 9**

(Social Issues/Diversity/Public Sector)

**Paper Session: Employment Alternatives: Public Sector Organizations and Temporary Employment**
Chair: Art Meiners, Marymount University

**How Information Technology Driven Change Expedited the Organizational Change Process in a Public Sector Organization**
Harry William Holt, Jr., George Washington University
**Competition in Government: A Study of the National Park Service**
Janie R. Gregg, Mississippi University for Women
John C. Morris, Mississippi State University

**An Examination of a Myth Surrounding Attitudes toward Temporary Employment**
Anthony R. Wheeler, University of Oklahoma
M. Ronald Buckley, University of Oklahoma

Discussants:
Linda Brennan, Mercer University
Kay Bunch, Georgia State University
Wanthanee (Tam) Limpaphayom, Valdosta State University

**THURSDAY**
5:00 p.m. –
6:30 p.m.
**Brookwood**
JOM Editorial Board Meeting
K. Michele Kacmar, Florida State University – Outgoing Editor
Daniel Feldman, University of South Carolina – Incoming Editor

**THURSDAY**
6:30 p.m. –
7:30 p.m.
**Crown**
SMA Reception (Cash Bar)

**FRIDAY, NOVEMBER 8, 2002**

**FRIDAY**
7:30 a.m. –
9:00 a.m.
Brookwood
**SMA Officers and Incoming Officers Breakfast**
Presiding: Donna E. Ledgerwood, University of North Texas

FRIDAY
8:00 a.m. –
12:00 p.m.
Ballroom South
**Placement Services**

FRIDAY
8:00 a.m. –
3:00 p.m.
Ballroom South
**Conference Registration and Exhibits**

FRIDAY
8:45 a.m. –
10:15 a.m.
Roswell
**Track 3**
**(Human Resources/Careers/Conflict Management)**

FRIDAY
8:45 a.m. –
10:15 a.m.
**Paper Session: Equity and Accountability at Home and Abroad**
Chair: David Foote, Middle Tennessee State University
**Effects of Internal and External Equity on Pay Satisfaction and Other Work Outcomes**
Ted H. Shore, California State University at Long Beach
Armen Taschian, Kennesaw State University
Louis Jourdan, Clayton College and State University
Effects of Procedure and Outcome Accountability on Interview Notes Fidelity
Mary D. Brtek, Auburn University Montgomery
Neal Mero, University of Mississippi
Amy Brownlea, Southern Methodist University

Collectivism, Masculinity/Femininity, Power Distance and Uncertainty Avoidance in Relation to Equity Sensitivity Within and Across Cultures
Kenneth G. Wheeler, University of Texas at Arlington

Discussants:
Jixia Yang, Louisiana State University
Lucy Gilson, University of Connecticut
Jonathon R.B. Halbesleben, University of Oklahoma

FRIDAY
8:45 a.m. –
10:15 a.m.
Atlanta
Track 7
(Paper Session: Managing the Boss: Leader-Member Relations)
Chair: Mary Uhl-Bien, University of Central Florida

Trust Context: Effect on Individual Level Outcome Variables Beyond the Influence of Leader-Member Exchange
Barbara Wech, University of Alabama-Birmingham
Kevin Mossholder, Louisiana State University

Assessing the Quality of Leader-Member Interactions: An Attributional Analysis
Mark Martinko, Florida State University
Sherry Moss, Florida International University
Scott C. Douglas, University of Montana

Integrating Commitment, Perceived Organizational Support, and Leader-Member Exchange: A Further Understanding of Affective Commitment in Organizations
Marie Mitchell, University of Central Florida
Diane Sullivan, University of Central Florida
Mary Uhl-Bien, University of Central Florida

Discussants:
David Turnipseed, Indiana-Purdue University
Jie Guo McCardle, University of Central Florida
Bennett J. Tepper, University of North Carolina – Charlotte

FRIDAY
8:45 a.m. –
10:15 a.m.
Marietta
Track 8
(Paper Session: Teaching the Teachers: Issues in Management Education)
Chair: Dalton Brannen, Augusta State University

Stakeholder, Cybernetic and “SOTL” Perspectives for Assessing the Business Capstone Course
Stephen Payne, Georgia College and State University
J. Michael Whitfield, Georgia College and State University
Jo Ann Flynn, Georgia College and State University
Management Education During a Crisis: A Service Learning Project based on 9-11-01
R. Andrew Schaffer, North Georgia College and State University

Institutionalization of Natural Environment: An Empirical Study
Forest David, Mississippi State University

Discussants:
Anson Seers, Virginia Commonwealth University
Tim Peterson, Oklahoma State University
Lucy Ford, Rutgers University

FRIDAY
8:45 a.m. – 10:15 a.m.
Woodstock Track 3
Networking Forum 4: Individual Differences
Will You Become a Mentor? The Predictive Value of Biodata in Mentoring (HR)
Betti Hamilton, University of Miami

Professional Resistance to Change: The Barrier of Jurisdictional Autonomy (HR)
Neil Slough, College at Delhi (SUNY)
Tom Taber, University at Albany (SUNY)
Angela Gordon, University at Albany (SUNY)

FRIDAY
10:00 a.m. – 10:30 a.m.
Ballroom South
Conference Break

FRIDAY
10:30 a.m. – 11:45 a.m.
Roswell Track 3
(Paper Session: Expanding the Scope of Human Resource Management)
Managing Customers as Employees of the Firm: New Challenges for Human Resource Management
Jonathon R.B. Halbesleben, University of Oklahoma

The Effect of Company Recruitment Web Site Orientation on Job Seekers’ Perceptions of Organizational Attractiveness
Ian O. Williamson, University of Maryland
David P. Lepak, University of Maryland
James King, Samford University

The Interactive Effects of Negative and Positive Affect on Politics – Job Satisfaction Relationship
Wayne A. Hochwarter, Florida State University
Darren C. Treadway, Florida State University

Discussants:
Betti Hamilton, University of Miami
Leigh Anne Liu, Vanderbilt University
Lou Jordan, Clayton College and State University
FRIDAY  
10:30 a.m.– 11:45 a.m.  
Atlanta Track 7  

(Organizational Behavior, Org. Theory, and Org. Development)  

Paper Session: To Team or Not to Team? Team Process  
Chair: Kelly Zellars, University of North Carolina-Charlotte  

Matters of Trust: Antecedents, Consequences, and Moderators of Trust in Short-Term Project Teams  
Anthony P. Ammeter, University of Missouri – Rolla  
Lucy L. Gilson, University of Connecticut  

How Felt Responsibility Predicted from Support and Commitment in Work Team Environment  
James W. Bishop, New Mexico State University  
Russell Cropanzano, Colorado State University  
K. Dow Scott, Loyola University Chicago  
Michael G. Goldsby, Ball State University  

Cyclical Group Development and Interaction-Based Leadership Emergence in Autonomous Teams: An Integrated Model  
Joy Humphries Karriker, Virginia Commonwealth University  

Discussants:  
Lucy Ford, Rutgers University  
Matt Bowler, University of Kentucky  
Lucy Gilson, University of Connecticut  

FRIDAY  
10:30 a.m.– 11:45 a.m.  
Kennesaw Track 1  

(Entrepreneurship/Ethics)  

Paper Session: Something Old, Something New: Theory Development in Entrepreneurship  
Chair: Sherry E. Sullivan, Bowling Green State University  

Patrick Kreiser, University of Alabama  

Corporate Entrepreneurship, Market Orientation, Environment, Strategy and Firm Performance: Mediating and Moderating Effects  
Bahman Ebrahimi, Denver University  

Socio-Economic Institutions, Social Capital and Entrepreneurship: A New Framework  
Jun Yan, California State University, Long Beach  

Discussants:  
Howard Tu, University of Memphis  
Neil Slough, College at Delhi (SUNY)  
Joseph Peyrefitte, University of Southern Mississippi  

FRIDAY  
10:30 a.m.– 11:45 a.m.  
Peachtree Track 6  

(Management History/Future Trends)  

Symposium: Past, Present, and Future Trends in Leader-Member Exchange (LMX) Research  
Chair: Chester A. Schriesheim, University of Miami
Presenters:
Stephanie L. Castro, Florida Atlantic University
Xiaohua (Tracy) Zhou, University of Miami
Mary Uhl-Bien, University of Central Florida

Discussant:
Terri A. Scandura, University of Miami

FRIDAY
10:30 a.m.–
11:45 a.m.
Marietta
Track 8

Symposium: An Integrated Approach to the Analysis of Marker Variables Using SEM Techniques
Chair: Nathan Hartman, Virginia Commonwealth University

A Structural Equation Approach to the Analysis of Marker Variables and Tests Of Method Effects
Nathan Hartman, Virginia Commonwealth University
Larry Williams, Virginia Commonwealth University

A New Index for Quantifying Method Effects: A Demonstration with Marker Variable Analysis
Flavia Cavazotte, Virginia Commonwealth University
Larry Williams, Virginia Commonwealth University

Extending Understanding of Marker Variables with SEM Techniques via Sensitivity Analysis
Larry Williams, Virginia Commonwealth University

Discussant:
Robert Vandenberg, University of Georgia

FRIDAY
10:30 a.m.–
11:45 a.m.
Woodstock
Track 3

Networking Forum 5: Mentoring

Networks of Developmental Support: Alternatives to Mentoring (HR)
Tammy D. Allen, The University of South Florida
Lisa M. Finkelstein, Northern Illinois University

Mentoring in the Context of Psychological Contract Breach (HR)
Terri A. Scandura, University of Miami
Ethlyn A Williams, University of South Florida

FRIDAY
12:00 p.m.–
1:45 p.m.
Crown

SMA Annual Luncheon
Speaker: Dr. Terry L. Maple, President and CEO, Zoo Atlanta

FRIDAY
1:30 p.m. –
4:00 p.m.
Ballroom South

Placement Services

FRIDAY
2:00 p.m.–

(Research Methods/Management Education & Consultation)
3:30 p.m.  Workshop: Ask The Quantitative Experts
Peachtree  Stephanie L. Castro, Florida Atlantic University
Track 8  Robert Vandenberg, University of Georgia
                  Larry Williams, Virginia Commonwealth University

FRIDAY
2:00 p.m.–
3:30 p.m.  Paper Session: Bad Vibes: Negative Emotions and Behavior in the Workplace
Atlanta  Chair: J. Bryan Fuller, Louisiana Tech University
Track 7  Moral Disengagement and Antisocial Behavior at Work
                  Michelle Duffy, University of Kentucky
                  Bennett J. Tepper, University of North Carolina at Charlotte
                  Anne O’Leary-Kelly, University of Arkansas

                  Anger, Injustice, and Hostility: The Role of Anger in the Workplace
                  Christian Kiewitz, University of Dayton
                  Scott Douglas, University of Montana
                  Deborah Crown, University of Alabama

                  Prompting me to Quit: Injustice, Escapism and Affect
                  Kelly Zellars, University of North Carolina at Charlotte
                  Yongmei Liu, Florida State University
                  Pamela Perrewé, Florida State University
                  Robert Brymer, Florida State University
                  Virginia Bratton, Florida State University

                  Discussants:
                  David Foote, Middle Tennessee State University
                  Jonathon Halbesleben, University of Oklahoma
                  Jason Shaw, University of Kentucky

FRIDAY
2:00 p.m.–
3:30 p.m.  Integrative Paper Session: Mars and Venus: Gender Issues at the Workplace
Kennesaw  Chair: Deborah C. Fontaine, Elizabeth City State University
Track 9  Gender Differences in Motives to Engage in High and Low Status Volunteering
                  (Social)
                  I.J. Hetty van Emmerik, Utrecht U. Heidelberglaan 1
                  Thomas H. Stone, Oklahoma State University

                  Promotional Bias Against Those Who Utilize FMLA: The Influence of Gender and Frequency of Use
                  Kecia Lynee Bingham, University of Georgia

                  Cross-Cultural Sexual Harassment: A Proposed Model
                  Wanthanee (Tam) Limpaphayom, Valdosta State University

                  Discussants:
                  William Gardner, University of Mississippi
                  William Stevens, Missouri Southern State College
                  Lee Stepina, Florida State University
FRIDAY
2:00 p.m.– 3:30 p.m.
Roswell
Track 3
(Integrative Paper Session: Human Performance)
Chair: Anson Seers, Virginia Commonwealth University

Self-Efficacy, Perceived Collective Efficacy, and Individual Task Performance (OB)
Ronald H. Humphrey, Virginia Commonwealth University
Janet B. Kellett, Virginia Commonwealth University
Randall G. Sleeth, Virginia Commonwealth University

Effects of Response Instructions on Racial Differences in Situational Test Performance
Nhung T. Nguyen, Lamar University
Michael A. McDaniel, Virginia Commonwealth University

The Effects of Social Embeddedness on Job Performance Efforts of Tenured and Nontenured Professionals
Hetty van Emmerik, Utrecht University
Karin Sanders, University of Groningen
Ferry Koster, University of Groningen
Mattijs Lambooy, Utrecht University

Discussants:
Ethlyn A. Williams, University of South Florida
Jixia Yang, Louisiana State University
Anthony Wheeler, University of Oklahoma

FRIDAY
2:00 p.m. – 3:30 p.m.
Woodstock
Tracks 1&10
(Networking Forum 6: Strategy)

Convergence of Perceptual and Financial Measures of Performance: An Empirical Analysis of CEO Personality Characteristics (Strategy)
William J. Ritchie, Florida Gulf Coast University
William P. Anthony, Florida State University

Defining the Business Opportunity (Entrepr.)
Steven C. Michael, University of Illinois, Urbana Champaign.

FRIDAY
2:00 p.m.–
5:00 p.m.
Marietta
(Research Methods/Management Education & Consultation)

Development of the Online Course Student Readiness Scale
Talya Bauer, Portland State University
Mathew Paronto, Portland State University
Measuring Perceived Work Group and Organizational Support
Dennis Self, Troy State University
Daniel Holt, Air Force Institute of Technology
William Schaninger, Jr., Auburn University

Reliability and Validity Evidence for Work-Related Generational Scales
Jeffrey Conte, San Diego State University
Tamar Elkeles, Qualcomm, Inc.
Alanna Martineau, San Diego State University

Discussants:
Ethlyn Williams, University of South Florida
Nhung Nguyen, Lamar University
Jim Bishop, New Mexico State University

FRIDAY
3:30 p.m.– 5:00 p.m.
Atlanta
Track 7
(Organizational Behavior, Org. Theory, and Org. Development)
Symposium: Relational Coordination Through Conversation: Building Active Networks Of Shared Meaning
Chair: Anson Seers, Virginia Commonwealth University

How Conversations Energize Effective Networks: A Social Constructionist Account
James D. Ludema, Benedictine University

Relational Coordination in the Audit Relationship Manager Role
Marilyn J. Carter, Audit Relationship Manager, BP Amoco

Socially Constructing the Merged or Acquired Organization: The Role of the M&A Integration Manager
Keith Bahde, Director, Strategic Planning, Cooper Lighting

Boundary Spanners: A Relational, Social Constructionist Perspective
Jody Hoffer Gittell, Brandeis University

Discussant:
Anson Seers, Virginia Commonwealth University

Networking Forum 7: Management History and Future Trends
3:30 p.m.– 5:00 p.m.
Woodstock
Track 6
Individual Reputation in Organizations: A Preliminary Conceptualization (History)
Fred R. Blass, Florida State University

The Relationship Between Contingent Workers and Unions: Past, Present, and Future (History)
Anthony R. Wheeler, University of Oklahoma

FRIDAY
5:30 p.m.– 6:30 p.m.
Sherwood
Southern Management Association Annual Business Meeting
Presiding: Donna E. Ledgerwood, University of North Texas
SATURDAY, NOVEMBER 9, 2002

SATURDAY
8:45 a.m.–
10:15 a.m.
Roswell
Track 7
(Organizational Behavior, Org. Theory, and Org. Development)

Paper Session: Interesting New Directions in Organizational Theory
Chair: Suzanne Zivnuska, Florida State University

Pluralistic ignorance: Antecedents, Consequences, and Organizational Implications
Jonathon Halbesleben, University of Oklahoma

On the Evolution and Management of Crisis Events: Insights from Chaos Theory
William Crandall, Concorde College
Chris Ziemnowicz, Concord College

Contracts and Comparisons: What One Can Teach Us About the Other
Bonnie O’Neill, Marquette University
John C. Edwards, East Carolina University

Discussants:
Angela Miles, Old Dominion University
Scott Douglas, University of Montana
Stephanie Castro, Florida Atlantic University

SATURDAY
8:30 a.m.–
10:00 a.m.
Atlanta
Post-conference RMD workshop: Assessing Fit in Structural Equation Modeling
Facilitators:
L. Williams, Virginia Commonwealth University
N. Hartman, Virginia Commonwealth University

SATURDAY
8:45 a.m.–
10:15 a.m.
Marietta
Post-conference Grant Writing Workshop
Rainmaking: Understanding the Process of Writing Grants
Manuel J. Tejeda, Barry University

SATURDAY
10:15 a.m.–
11:15 a.m.
Atlanta
CARMA/SMA Distinguished Methodologist Presentation: The Practice, Pitfalls and Promise of Structural Equation Modeling in Organizational Behavior and Human Resource Management Research
Speaker: Jeffrey Edwards, University of North Carolina

SATURDAY
11:15 a.m.–
11:45 a.m.
Atlanta
CARMA RECEPTION
Hosted by Center For Advanced Research Methods and Analysis, Virginia Commonwealth University
Group Level Contextual Performance: Is it Teamwork?
Jo Ann Brown, University of Mississippi

Team Member Exchange, Interdependence Efficacy, and Conflict as Moderators of the Impact of Risk Aversion and Political Skill on Design Team Performance
Anthony P. Ammeter, University of Missouri – Rolla
Jamie D. Schroetlin, University of Missouri - Rolla

Incomplete Data in the Study of Teams: The Case of Cooperation and Performance
Thomas A. Timmerman, Tennessee Technological University

Discussants:
Barbara Wech, University of Alabama-Birmingham
Jim Bishop, New Mexico State University
Michael Gundlach, Florida State University