

Southern Management Association

2002

**Building Effective Networks
Conference Program**

**November 6 - 9, 2002
Sheraton Colony Square Hotel
Atlanta, Georgia**

Southern Management Association

OFFICERS

President: Donna E. Ledgerwood, University of North Texas
President Elect: Kevin Mossholder, Louisiana State University
Vice President/Program Chair: Terri A. Scandura, University of Miami
Vice President/ Program Chair Elect: Christine M. Riordan, University of Georgia
Secretary and Membership Chair: Allison W. Pearson, Mississippi State University
Treasurer: Tim Barnett, Mississippi State University
Past President: Tammy G. Hunt, University of North Carolina - Wilmington
Editor, Journal of Management: K. Michele Kacmar, Florida State University
Editor - Elect, Journal of Management: Daniel Feldman, University of South Carolina
Editor, Proceedings: Steve H. Barr, North Carolina State University
Archivist: Dan Cochran, Mississippi State University
Newsletter Editor: Mary Gowan, University of Central Florida
Webmaster: Tom Marshall, Auburn University

BOARD MEMBERS

Allen Amason, University of Georgia (2002)
Constance Campbell, Georgia Southern University (2002)
Sherry Sullivan, Bowling Green State University (2002)

S. Gayle Baugh, University of West Florida (2003)
Shawn Carraher, Texas A&M University- Commerce (2003)
Peg Williams, Virginia Commonwealth University (2003)

Wayne Hochwarter, Florida State University (2004)
Alan Witt, University of New Orleans (2004)
Michelle A. Dean, San Diego State University (2004)

2002 PROGRAM COMMITTEE

Conference Coordinator: GERALYN McClure Franklin, The University of Texas of the Permian Basin
Director of Exhibitor Relations: Donna E. Ledgerwood, University of North Texas
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*

Tammy G. Hunt, University of North Carolina - Wilmington (2001-2002)
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)
David D. Van Fleet, Arizona State University West (1995-1996)
Robert C. Ford, University of Central Florida (1994-1995)
J. Bernard Keys, Georgia Southern University (1993-1994)
Charles R. Greer, Texas Christian University (1992-1993)
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)
W. Alan Randolph, University of South Carolina (1988-1989)
B. Wayne Kemp, University of Tennessee - Martin (1987-1988)
Achilles A. Armenakis, Auburn University (1986-1987)
W. Jack Duncan, University of Alabama at Birmingham (1985-1986)
William H. Holley, Auburn University (1984-1985)

Arthur G. Bedeian, Auburn University (1983-1984)
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)
John T. DeVogt, Washington & Lee University (1975-1976)
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)
Bernard J. Bienvenu, University of Southwestern Louisiana (1969-1970)
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 Wananga o Aoea
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
Jill Austin, Middle Tennessee State University
Kevin C. Banning, Auburn University-Montgomery
Samir Barman, University of Oklahoma
William S. Bass, Northern State University
S. Gayle Baugh, University of West Florida
Nicholas A. Beadles II, Georgia College and State University
Wendy Becker, University at Albany (SUNY)
Ravi Behara, Florida Atlantic University
Nathan Bennett, Georgia Institute of Technology
Keith J. Benson, Winthrop University
Robyn A. Berkley, Pace University
Danielle Beu, Louisiana Tech University
Karen Bishop, University of Louisville
James Bishop, New Mexico State University
Mike Bowen, University of South Florida
Matt Bowler, University of Kentucky
Scott L. Boyar, University of South Alabama
Dalton E. Brannen, Augusta State University
Diane Bridge, George Washington University
Craig Bullis, United States Army War College
Kay J. Bunch, Georgia State University
Shawn Carraher, Texas A&M University- Commerce
Traci Carte, University of Oklahoma
Pamela Carter, University of Oklahoma
Stephanie Case, Louisiana State University
Luke Cashen, Louisiana State University
Stephanie Castro, Florida Atlantic University
Gary Castrogiovanni, University of Tulsa
Gilad Chen, Georgia Institute of Technology
Claudia Cogliser, University of Oklahoma
Cynthia F. Cohen, University of South Florida
Debra J. Cohen, The George Washington University
S. Nihal Colakoglu, Drexel University
Jim Combs, Florida State University
Joe A. Cox, Baylor University
Henry Croes, University of Oklahoma
Russell Crook, Florida State University
Robert Culpepper, Stephen F Austin University
Juliet A. Davis, University of Alabama
Timothy de Groot, McMaster University
Michelle Dean, San Diego State University
Clay Dibrell, Oregon State University
Glenna Dod, Wesleyan College
Theresa A. Domagalski, Florida Institute of Technology
Darla Domke-Damonte, Coastal Carolina University
Jacqueline Donovan, University of Miami
Scott C. Douglas, University of Montana
Michelle Duffy, University of Kentucky
James Dulebohn, Michigan State University
John C. Edwards, East Carolina University
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
Deborah C. Fontaine, Elizabeth City State University
David A. Foote, Middle Tennessee State University
Lucy Ford, Rutgers University
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
Joseph Gerard, University of Georgia
Markman Gideon, University of Georgia
Lucy L. Gilson, University of Connecticut
Caren Goldberg, George Washington University
Peggy Golden, Florida Atlantic University
Elizabeth Goodrick, Florida Atlantic University
Angela Gordon, University at Albany (SUNY)
Mary Gowan, University of Central Florida
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

Betti Hamilton, University of Miami
Paula Harveston, Berry College
Anita Heck, Louisiana State University
K. Heriot, North Georgia College & State University
Lorenzo Hester, Nova Southeastern University
Robert Hirschfeld, University of Georgia
Jim Hoffman, Texas Tech University
Jenny Hoobler, Northern Illinois University
Stella Hua, Oregon State University
Bryan Hudgens, University of Oklahoma
Ron Humphrey, Virginia Commonwealth University
Tammy Hunt, University of North Carolina, Wilmington
James G. Hunt, Texas Tech University
Marjorie Icenogle, University of South Alabama
William Jackson, University of Texas at Permian Basin
Jon Jaspersen, University of Oklahoma
Joy Karriker, Virginia Commonwealth University
Michael Kavanagh, University at Albany (SUNY)
Naresh Khatri, University of Missouri
Timothy Kiessling, University of Oklahoma
Yong-Mi Kim, University of Oklahoma
Lawrence Klatt, Florida Atlantic University
Kenneth A. Kovach, George Mason University
Maria Kraimer, University of Illinois at Chicago
Patrick Kreiser, University of Alabama
Chalmer E. Labig, Oklahoma State University
Kenneth Lacho, University of New Orleans
Lise Lamothe, University of Montreal
Charles Lance, University of Georgia
John Leaptrott, Florida Atlantic University
Jennifer Leonard, Oregon State University
Scott Lester, Univ of Wisconsin-Eau Claire
Virginia Levsen, Coastal Carolina University
Wanthanee Limpaphayom, University of Mississippi
Beverly Little, Western Carolina University
Leigh Anne Liu, Vanderbilt University
Franz Lohrke, University of Alabama
Michael D. Lord, Wake Forest University
Pat Lynch, California State University at Long Beach
Patrick S. Malone, American University
Dan Marlin, College of Charleston
Thomas Martin, University of Nebraska at Omaha
John Maslyn, Vanderbilt University
Thaddeus McEwen, North Carolina A&T State University
Arthur Meiners, Marymount University
Tim Mescon, Kennesaw State University
Nicholas S. Miceli, Ohio Northern University
Steven Michael, University of Illinois

Karen Middleton, Texas A&M University- Corpus Christi
Tom Mierzwa, University of Maryland
Angela Miles, Old Dominion University
Zeeva Millman, A & M Human Resources Consultants
Nhung Nguyen, Lamar University
Robert Nixon, University of Louisville
Linda Nottingham, Georgia Southern University
Margaret Nowicki, Ithaca College
Hugh O'Neill, University of North Carolina-Chapel Hill
David Palmer, University of Nebraska-Kearney
G. Tyge Payne, University of Texas at Arlington
Ekin K. Pellegrini, University of Miami
Richard Perlow, University of Lethbridge
Jill Perry-Smith, Georgia Institute of Technology
Tim Peterson, Oklahoma State University
Joseph Peyrefitte, Mississippi State University
Antoinette Phillips, Southeastern Louisiana University
Charles Pierce, Montana State University
Sonya Premeaux, Arkansas State University
Isabel Sanchez Quiros, University of Madrid
Howard Rasheed, University of South Florida
Monika Renard, Florida Gulf Coast University
Taco Reus, Florida State University
Shelton Rhodes, Bowie State University
Barbara Ribbens, Western Illinois University
Hettie Richardson, Louisiana State University
Bill Ritchie, Florida Gulf Coast University
Ralph Roberts, University of West Florida
Ken Robinson, Kennesaw State University
Hannah Rothstein, Baruch College
Craig Russell, University of Oklahoma
Terri A. Scandura, University of Miami
Melvin Schnake, Valdosta State University
Mike Schraeder, Auburn University
Chester A. Schriesheim, University of Miami
Anson Seers, Virginia Commonwealth University
Charles Seifert, Siena College
Randall Settoon, Southeastern Louisiana University
Jason Shaw, University of Kentucky
Jeremy Short, Portland State University
Marcia Simmering, Louisiana State University
Shana Simon, Consultant
William L. Smith, Emporia State University
Christina Stamper, Western Michigan University
Becky Starnes, Alabama State University
Lee Stepina, Florida State University
Bill Stevens, Missouri Southern State College
Katherine Stewart, University of Maryland

Marcus Stewart, University of Georgia
Sharon Stratton, West Virginia University
Sherry Sullivan, Bowling Green State University
Thomas Taber, University at Albany (SUNY)
Ben Tepper, University of North Carolina – Charlotte
Chris Thomas, University of Georgia
Annette Towler, University of Colorado at Denver
Tom Tudor, University of Arkansas at Little Rock
David Turnipseed, Indiana-Purdue University
Chad Van Iddekinge, HR Research Organization
Robert J. Vandenberg, University of Georgia
George S. Vozikis, University of Tulsa
George Watson, University of South Florida
Julie Holliday Wayne, Wake Forest University
Sandy Wayne, University of Georgia
Barbara Wech, University of Alabama-Birmingham

Kelly Weeks, The University of Memphis
Robert Wheatley, Troy State University
Anthony Wheeler, University of Oklahoma
Marion White, James Madison University
Elizabeth Wier Weatherly, University of Alabama in Huntsville
Tom Will, University of Georgia
Margaret L. Williams, Virginia Commonwealth University
Ethlyn Williams, University of South Florida
Margaret L. Williams, Virginia Commonwealth University
Robin D. Wittenstein, Long Island Jewish Research Institute
Charlie Wolfe, University of Missouri-Columbia
Marilyn Young, University of Texas at Tyler
Ken Zantow, USM-GC
Timothy C. Zeddies, Independence Blue Cross
Kelly Zellars, University of North Carolina – Charlotte
Suzanne Zivnuska, Florida State University

BEST TRACK PAPER REVIEW COMMITTEE MEMBERS:

Kunal Banerji, Florida Atlantic University
Gayle Baugh, University of West Florida
Dalton Brannen, Augusta State University
Gary Castrogiovanni, University of Tulsa
Jason A. Colquitt, University of Florida
Jim Coombs, Florida State University
David D. Dawley, West Virginia University
James Dulebohn, Michigan State University
Lucy Gilson, University of Connecticut
Angela Gordon, University at Albany (SUNY)
John W. Huonker, SUNY-Oswego
Remus Ilies, University of Florida
David J. Ketchen, Jr., Florida State University
Franz Lohrke, University of Alabama
John Maslyn, Wichita State University
John Mathieu, University of Connecticut
Tyge Payne, University of Texas at Arlington
Jason Shaw, University of Kentucky
Charles Seifert, Siena College
Lois Tetrick, 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

WEDNESDAY
7:30 a.m. –
4:30 p.m.
Roswell

SMA 14th Annual Doctoral Consortium

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

WEDNESDAY
12:00 p.m. –
1:30 p.m.
Sherwood

Doctoral Consortium Luncheon

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

(Human Resources/Careers/Conflict Management)

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 I. 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

(Human 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

(Information Systems/Electronic Communication/OM/Technology)

Paper Session: Managing Knowledge Workers and Their Performance

Chair: Claudia Cogliser, 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:

Tony Ammeter, University of Mississippi
Kent Marrett, Florida State University
Jason Thatcher, Clemson University

THURSDAY
8:45 a.m. –
10:15 a.m.
Woodstock
Tracks 2 & 3

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 Gaaney, State University of West Georgia
Brian S. Klaas, University of South Carolina

Can the Resource-Based View, Agency Theory, and Institutional Theory Explain the Outsourcing Decisions in the U.S. Airline Industry?: An Analysis and Research Proposal (HC)
T. Russell Crook, Florida State University

THURSDAY
10:00 a.m. –
10:30 a.m.
Ballroom South

Conference Break

THURSDAY
10:30 a.m. –
11:45 a.m.
Kennesaw
Track 9

(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

THURSDAY
10:30 a.m. –
11:45 a.m.
Atlanta
Track 7

(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

Jarrold M. Haar, Te Wananga o Aotearoa
Chester S. Spell, Washington State University
Suzette L. Dyer, Waikato University

Work-Family Benefits and Work Commitment

Jarrold M. Haar, Te Wananga o Aotearoa
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.
Peachtree
Track 2

(Health Care Administration/Hospitality Management)

Paper Session: Organizational Learning and Strategic Change in Healthcare Organizations

Chair: Marjorie Icenogle, University of South Alabama

How Middle Managers Help Build New Capabilities: Lessons Learned Using Social Network Analysis in a Hospital Setting

James M. Pappas, Oklahoma State University
Karen E. Flaherty, Oklahoma State University

A Framework for Organizational Learning in Healthcare: From Individual Learning to the Organizational Learning Systems Model

J. Richard Ray, Jr., George Washington University/Kaiser Permanente of the Mid-Atlantic

A Strategic Change/Organizational Ecology Based Theory of Post-Bankruptcy Performance in Healthcare Firms

David D. Dawley, West Virginia University
James J. Hoffman, Texas Tech University
Mark Hoelscher, Illinois State University
Erich Brockmann, University of New Orleans

Discussants:

K. Joanne McGlown, Jacksonville State University
Gretchen Gemeinhardt, Texas Woman's University
John Huonker, SUNY-Oswego

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
12:00 p.m. –
1:30 p.m.
Morningside

SMA 2003 Track Chairs' Luncheon (by invitation only)

THURSDAY
1:30 p.m. –
5:00 p.m.
Ballroom South

Placement Services

THURSDAY
1:30 p.m. –
3:00 p.m.
Kennesaw
Track 1

(Entrepreneurship/Ethics)

Integrative Paper Session: Show Me the Money: Resource Accumulation and Wealth Creation

Chair: Mickey Kavanagh, University at Albany (SUNY)

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

Dynamics of Diversity in Cross-functional Teams: A Theoretical Framework of Diversity, Conflict, and Systems Leadership

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

The Relationship Between Career Management Practices and Career-Related Attitudes: A Symbolic Action Perspective
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

Replication and Extension of Chau's Modified Technology Acceptance Model (IS)

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

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

Conference Break

THURSDAY
3:30 p.m. –
5:00 p.m.
Roswell
Track 3

(Human Resources/Careers/Conflict Management)

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

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

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

(Strategic 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)

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

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

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

(Research Methods/Management Education & Consultation)

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

(Human Resources/Careers/Conflict Management)

Paper Session: Expanding the Scope of Human Resource Management

Chair: Thomas W. Gainey, State University of West Georgia

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

Reassessing Covin and Slevin's (1991) Conceptual Model of Entrepreneurship: The Unique Impact of Innovation, Proactiveness, and Risk-Taking on Firm Performance

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

(Research Methods/Management Education & Consultation)

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.
Peachtree
Track 8

Workshop: Ask The Quantitative Experts

Stephanie L. Castro, Florida Atlantic University
Robert Vandenberg, University of Georgia
Larry Williams, Virginia Commonwealth University

FRIDAY
2:00 p.m.–
3:30 p.m.
Atlanta
Track 7

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

Paper Session: Bad Vibes: Negative Emotions and Behavior in the Workplace

Chair: J. Bryan Fuller, Louisiana Tech University

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 Perrewe, 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.
Kennesaw
Track 9

(Social Issues/Diversity/Public Sector)

Integrative Paper Session: Mars and Venus: Gender Issues at the Workplace

Chair: Deborah C. Fontaine, Elizabeth City State University

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

(Human Resources/Careers/Conflict Management)

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

Teaching Development Workshop

Facilitator: Tim Peterson, Oklahoma State University

FRIDAY
3:30 p.m.–
5:00 p.m.
Roswell
Track 8

(Research Methods/Management Education & Consultation)

Paper Session: Measurement Development and Evaluation

Chair: Betti Hamilton, University of Miami

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 Gittel, Brandeis University

Discussant:

Anson Seers, Virginia Commonwealth University

FRIDAY
3:30 p.m. –
5:00 p.m.
Woodstock
Track 6

Networking Forum 7: Management History and Future Trends

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

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

SATURDAY, NOVEMBER 9, 2002

SATURDAY **(Organizational Behavior, Org. Theory, and Org. Development)**
8:45 a.m.–
10:15 a.m. **Paper Session: Interesting New Directions in Organizational Theory**
Roswell Chair: Suzanne Zivnuska, Florida State University
Track 7

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

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

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

SATURDAY **CARMA RECEPTION**
11:15 a.m.– Hosted by Center For Advanced Research Methods and Analysis, Virginia Commonwealth
11:45 a.m. University

Peachtree

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

10:30a.m.–

11:45a.m.

Roswell

Track 7

Paper Session: Getting our Act Together: Team Performance Issues

Chair: Craig Bullis, United States Army War College

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