

# Management History

Program Chair: Jorge M. Herrera, Nova Southeastern U.

Professional Development Workshop Chair: Jane Whitney Gibson, Nova Southeastern U.

|                        | Start   | Division Program                                | Shared Program   |
|------------------------|---------|---|--|
| <b>Fri-<br/>day</b>    | 1:00pm  |   | 81. SPDW: CMSW Doctoral Workshop ♦ SC:Norfolk  |
|                        | 3:00pm  |   | 82. SPDW: CMSW Junior Faculty Workshop ♦ SC:York   |
|                        | 6:00pm  |   | 85. SPDW: CMSW Reception for arriving critters ♦ SC:Conference Room B&C  |
| <b>Saturday</b>        | 7:30am  |   | 86. SPDW: CMSW Breakfast ♦ RY:Ontario  |
|                        | 8:00am  |   | 90. SPDW: CMSW What's Critical? ♦ RY:Ontario   |
|                        | 9:00am  | 659. Intro to AOM, MH & Annual Mtg. ♦ H:Harris  |  |
|                        | 10:00am | 660. Pre-Tour: Business of Baseball ♦ H:Harris  | 100. SPDW: 4 Perspectives on Careers ♦ H:Jackson<br>101. SPDW: CMSW Practice/Activity Theory ♦ RY:Ontario<br>102. SPDW: CMSW Teaching Critically ♦ RY:Tudor 7                |
|                        | 12:00pm | 661. Tour: Sky Dome ♦ Off:SkyDome               |  |
|                        | 2:30pm  |   | 111. SPDW: CMSW Interpretive Methods for Critical Research ♦ RY:Ontario<br>112. SPDW: CMSW Critical Perspectives on Strategy ♦ RY:Tudor 7                                    |
|                        | 3:30pm  | 662. Managing the Diss. Process ♦ H:Harris      |  |
|                        | 5:30pm  |   | 115. SPDW: CMSW Reception and Roundtables ♦ RY:Ballroom  |
|                        | 7:30pm  |   | 117. SPDW: CMSW: Social Time ♦ RY:Ballroom   |
|                        | 7:00am  |   | 118. SPDW: CMSW Organizational meeting and breakfast ♦ RY:Ballroom   |
| <b>Sunday</b>          | 8:00am  |   | 122. SPDW: CMSW Critical Research in the Management Journals ♦ RY:Ballroom<br>123. SPDW: CMSW Gender, Work, and Employment in Academia ♦ RY:British Columbia                 |
|                        | 9:00am  | 663. Getting Published ♦ H:Harris               |  |
|                        | 10:30am | 664. Getting Papers Accepted ♦ H:Harris         | 134. SPDW: CMSW Plenary Speaker: Doug Henwood ♦ RY:Ballroom  |
|                        | 8:00am  | 665. Welcome Breakfast ♦ SC:Kenora              |  |
| <b>Monday</b>          | 10:40am | 666. Global Evolution of Mgmt. ♦ H:Harris       | 180. SHCS: 1904 Westinghouse Films ♦ SC: Dominion Ballroom N<br>307. IP: Management Theories Over Time ♦ RY:Canadian 10<br>308. IP: Evolving through Crises ♦ RY:Canadian 11 |
|                        | 12:20pm |   |  |
|                        | 2:30pm  | 667. Env. & Tech. Infl. on Corps ♦ H:Harris     |  |
|                        | 4:10pm  | 668. The Influence of Edith Penrose ♦ H:Harris  | 277. SIT: Leadership: History, Culture & Info. ♦ RY:New Brunswick  |
|                        | 5:30pm  | 669. Division meeting and Awards ♦ H:Harris     |  |
|                        | 6:15pm  | 670. Reception: Honoring Dan Wren ♦ H:Harris    |  |
| <b>Tue-<br/>sday</b>   | 8:30am  | 671. Barnard for New Millenium ♦ H:Harris       |  |
|                        | 10:30am |   | 237. JS: Importance of Management History ♦ RY:Territories   |
|                        | 2:00pm  | 672. Roots of Mgmt. & Future ♦ H:Harris         | 359. IP: Lessons on Leadership ♦ RY:Canadian 9<br>360. IP: New Challenges for a New Time ♦ RY:Canadian 10  |
| <b>Wed-<br/>nesday</b> | 8:30am  | 673. History's Influence in Mgmt. ♦ H:Harris    |  |
|                        | 8:50am  |   | 200. SHCS: Transition in Central & Eastern Europe ♦ SC: Dominion Ballroom N<br>255. JS: AOM Past Presidents Speak ♦ RY:Territories   |
|                        | 10:40am | 674. Pioneers in Mgmt. Thought. ♦ H:Harris      |  |
|                        | 12:20pm | 675. Contracts, Employment, and Rent ♦ H:Harris |  |

## Friday 1:00PM

**81.** SPDW: (CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) **CMSW Doctoral Workshop**  
♦ 1:00- 6:00 Sheraton Centre: Norfolk

## Friday 3:00PM

**82.** SPDW: (CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) **CMSW Junior Faculty Workshop**  
♦ 3:00- 6:00 Sheraton Centre: York

## Friday 6:00PM

**85.** SPDW: (CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) **CMSW Reception for arriving critters**  
♦ 6:00- 9:00 Sheraton Centre: Conference Room B&C

## Saturday 7:30AM

**86.** SPDW: (BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) **CMSW Breakfast**  
♦ 7:30- 8:00 Royal York: Ontario

## Saturday 8:00AM

**90.** SPDW: (CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) **CMSW Plenary: What's Critical about Critical Management Studies?**  
♦ 8:00- 10:00 Royal York: Ontario

## Saturday 9:00AM

**659.** **New Member Workshop: Introduction to the Academy of Management, the Management History Division, and the Annual Meeting**  
♦ 9:00- 10:00 Hilton: Harris  
Chair: Kerry David Carson, U. of Louisiana, Lafayette

Presenters: Richard M. Hodgetts, Florida International U.; Paula Phillips Carson, U. of Louisiana, Lafayette; Jane Whitney Gibson, Nova Southeastern U.

### Saturday 10:00AM

#### 660. Special Pre-Tour Session: "A Look Back at the Business of Baseball"

- 10:00- 11:00 Hilton: Harris

Chair: Charles W. Blackwell, Nova Southeastern U.

Presenter: Alan Platt, Nova Southeastern U.

#### 100. SPDW:(CAR, MH) Four Perspectives on Careers

- 10:00- 12:00 Hilton: Jackson

#### 101. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory

- 10:00- 1:00 Royal York: Ontario

#### 102. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom

- 10:00- 1:00 Royal York: Tudor 7

### Saturday 12:00PM

#### 661. Tour: SkyDome

- 12:00- 1:00 Off Site: SkyDome

This 60 minute guided tour leaves from the Tour Entrance on Front and John Streets between Gates 1 and 2. All participants meet there at 11:45 sharp. Cost=\$8.50 per person to be paid on site (please bring exact change). Preregistration required. Email Jane Whitney Gibson at [gibson@polaris.nova.edu](mailto:gibson@polaris.nova.edu)

Organizer: Jane Whitney Gibson, Nova Southeastern U.

### Saturday 2:30PM

#### 111. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies

- 2:30- 5:30 Royal York: Ontario

#### 112. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy

- 2:30- 5:30 Royal York: Tudor 7

### Saturday 3:30PM

#### 662. Doctoral Student Workshop: Managing the Dissertation Process

- 3:30- 5:00 Hilton: Harris

Chair: John C. Hannon, Nova Southeastern U.

Presenters: Julia Teahen, Baker College; Anne Nelson, High Point U.; Richard M. Hodgetts, Florida International U.; Paul J. Gordon, Indiana U.; Daniel A. Wren, U. of Oklahoma

### Saturday 5:30PM

#### 115. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW Reception and Refereed Paper Roundtables

- 5:30- 7:30 Royal York: Ballroom

### Saturday 7:30PM

#### 117. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW: Social Time

- 7:30- 8:30 Royal York: Ballroom

### Sunday 7:00AM

#### 118. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW Organizational Meeting and Breakfast

- 7:00- 8:00 Royal York: Ballroom

### Sunday 8:00AM

#### 122. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW: Critical Research in the Management Journals: Problems and Prospects

- 8:00- 10:30 Royal York: Ballroom

#### 123. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW: Gender and Tenure In Academe

- 8:00- 10:30 Royal York: British Columbia

### Sunday 9:00AM

#### 663. Professional Development Workshop I: Getting Published

- 9:00- 10:30 Hilton: Harris

Chair: Michael Plater, Brown U.

Presenters: Richard M. Hodgetts, Florida International U.; Dewey E. Johnson, California State U., Fresno; Peter B. Petersen, Johns Hopkins U.; Donald F. Kuratko, Ball State U.; Daniel A. Wren, U. of Oklahoma

### Sunday 10:30AM

#### 664. Professional Development Workshop II: Getting Involved in Professional Organizations and Getting Papers Accepted

- 10:30- 12:00 Hilton: Harris

Chair: Dana V. Tesone, U. of Hawaii, Manoa

Presenters: Alfred A. Bolton, Averett College; Paula Phillips Carson, U. of Louisiana, Lafayette; Eileen P. Kelly, Ithaca College; Regina A. Greenwood, Kettering U.

#### 134. SPDW:(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM) CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."

- 10:30- 12:00 Royal York: Ballroom

### Monday 8:00AM

#### 665. Management History Division Welcome Breakfast

- 8:00- 10:20 Sheraton Centre: Kenora

Continental Breakfast sponsored by Kettering University, and Management History Division.

Chair: Regina A. Greenwood, Kettering U.

### Monday 8:30AM

#### 151. Symposium: Management in the Past Millennium: How We Arrived Here and Where We Are Going.

- 8:30-10:20 Sheraton Centre: Essex

From medieval times to the end of the past millennium, this symposium not only spans ages, but also a diversity of management views. In so doing it shows us how human history has shaped management theories. By highlighting the emergence of a new management theory jungle, this symposium dares to ask what lies ahead for management in the 21<sup>st</sup> century.

Organizer: Regina Greenwood, Kettering U.

Chair: Richard M. Hodgetts, Florida International U.

Milestones in a Millennium of Organizational Evolution, Alfred Kieser, U. of Mannheim Germany

The Staples Theory of Canadian Economic Development and the Delayed Evolution of Canadian Management Capabilities, Alan M. Rugman, U. of Oxford  
Management Models Crossing Borders: The Case of Japan, D. Eleanor Westney, Massachusetts Institute of Technology  
The "Management Theory Jungle:" One More Time for the New Time, Daniel A. Wren, U. of Oklahoma; Ronald H. Anderson, U. of Oklahoma

### Monday 10:40AM

**666.** Paper Session: **The Evolution of Management Thought: Examples from a Global Perspective.**

- ♦ 10:40- 12:00 Hilton: Harris

Chair: Randall L. DuPont, U. of Mobile

Hodgetts and Luthans in Conversation, Alfred A. Bolton, Averett College; John Joos, Informed Decisions, Inc.

An Evolution of Management Thought: The Likely

Characteristics of Cuban Managers (2000-2005), Peter B. Petersen, Johns Hopkins U.

📖🗣️➔ The Historical Concept of "Management" in China, Hun-Joon Park, Yonsei U.; Insoo Park, U. of Waikato, New Zealand; Ingyu Oh, U. of Waikato, New Zealand

Discussants: Charles Edward Booth, U. of the West of England; Eileen P. Kelly, Ithaca College; Dewey E. Johnson, California State U., Fresno

**180.** 📺SHCS:(MH, GDO) **Relating a New Time to an Old Time: Presenting 1904 Films from Westinghouse Companies with Discussion on Observed Work Issues**

- ♦ 10:40- 12:00 Sheraton Centre: Dominion Ballroom N

### Monday 12:20PM

**307.** IP: **Management Trends Over Time and Their Influences**

- ♦ 12:20- 2:10 Royal York: Canadian 10

**308.** ➔IP: **The Enterprise: Evolving through Crises**

- ♦ 12:20- 2:10 Royal York: Canadian 11

### Monday 2:30PM

**667.** Paper Session: **Environmental and Technological Influences on Corporate Governance**

- ♦ 2:30- 3:50 Hilton: Harris

Chair: Robert C Ford, U. of Central Florida

📺Time and Time Again: Tracing Management Knowledge - The Case of Cellular Manufacturing at Scania-Vabis, Jos Benders, U. of Nijmegen, Nijmegen Business School; Torbjorn Stjernberg, Gothenburg U.  
Published in Conference Proceedings

The Emergence of the Technostructure: Lessons from the East India Company 1713 - 1836, Peter Bruce Buchan, Queen's U., School of Business

Environmental Change and Industry Evolution: A Historical Account of the Early Management Consulting Industry, Robert J. David, Cornell U.

Winner of John F. Mee Management History Contribution Award  
Published in Conference Proceedings

Discussants: Betty M. Elizabeth Ross, Nova Southeastern U.; Dean McKay, Golden Gate U.; Peter B. Petersen, Johns Hopkins U.

### Monday 4:10PM

**668.** Symposium: **Edith Penrose and Her Historical Influence on Management Scholarship**

- ♦ 4:10- 5:20 Hilton: Harris

*The resource based view of the firm can be traced to the pioneering efforts of Edith Penrose(1914-1996). She had a distinguished career in economics teaching and research at Johns Hopkins University, London University, and was later Dean at INSEAD in Chantilly, France. Penrose viewed the firm as an administrative unit that is a collection of productive resources that gave each firm a unique character. Her view of the firm was a fundamental turning point for strategic management and her focus on internal development of the firm as well as its growth provided the pioneering scholarship that enabled other scholars to develop a more complete theory of the firm.*  
Chairs: Daniel A. Wren, U. of Oklahoma; Regina A. Greenwood, Kettering U.

Presenters: Constance E. Helfat, Dartmouth College; Alan M. Rugman, U. of Oxford; Michele A. Govekar, Ohio Northern U.; Jay B. Barney, Ohio State U.

**277.** SIT: **Leadership: History, Culture and Information**

- ♦ 4:10- 5:30 Royal York: New Brunswick

### Monday 5:30PM

**669.** **Division Meeting and Awards Presentations**

- ♦ 5:30- 6:15 Hilton: Harris

*Winner of The Paul Hersey Award for Best Paper on Leadership is James Hoopes, Babson College: Winner of The John F. Mee Management History Contribution Award is Robert J. David, Cornell U.: Winner of The Ronald B. Shuman Best Paper Graduate Student Paper Award is W. Trextler Proffitt Jr., KGSM-Norwestern U.: Winner of the Management History Best Reviewer Award is Henry Beam, Haworth College of Business, for his review of submission # 12289 (top 10%), "How Knowledge-Based Employees Recognize and Pursue Rent Appropriation Opportunities: A Theory Development based on an Historical Analysis of Major League Baseball."*  
Chair: Regina A. Greenwood, Kettering U.

### Monday 6:15PM

**670.** **Reception: Honoring Dan Wren**

- ♦ 6:15- 7:30 Hilton: Harris

*A reception in honor Dan Wren upon his retirement from the University of Oklahoma, and in recognition for his outstanding contributions to the field of management history.*

Chair: Regina A. Greenwood, Kettering U.

### Tuesday 8:30AM

**671.** 📖🗣️Symposium: **Symposium on Chester Barnard For The New Millennium**

- ♦ 8:30- 10:10 Hilton: Harris

Chair: Kenneth Earl Aupperle, U. of Akron

Beyond Consciousness: Barnard's Contribution to Intuitive

Decision Making in Management., Daniel A. Wren, U. of Oklahoma; Milorad M. Novicevic, U. of Oklahoma

Revisiting Chester Barnard's Executive Functions for the

Knowledge Based Economy., R. Ray Gehani, U. of Akron

Chester Barnard and the Moral Obligations of the Elite.,

Steven M. Dunphy, U. of Akron

Are Chester Barnard and Frank Capra Relevant for the New

Millenium? Examining Barnard's Leadership Concepts

Through Capra's Classic Films., Kenneth Earl Aupperle, U. of Akron

Chester Barnard's Legacy for the New Century., Bill Wolf, Cornell U.

### Tuesday 10:30AM

**237.** 📺JS:(MH, HR) **On the Importance of Studying Management History: Four Perspectives**

- ♦ 10:30- 11:50 Royal York: Territories

## Tuesday 2:00PM

### 672. Paper Session: **Uncovering the Roots of Management Thought and What it Means for the Future.**

- ♦ 2:00- 3:20 Hilton: Harris

*Chair:* Michele A. Govekar, Ohio Northern U.

#### And All Who Jumped Died: An Examination of the Triangle

Shirtwaist Factory Fire and its Legacy, Patricia A. Lanier, U. of Louisiana, Lafayette; Paula Phillips Carson, U. of Louisiana, Lafayette; Kerry David Carson, U. of Louisiana, Lafayette; J. Brooke Hamilton, U. of Louisiana, Lafayette; Betty Birkenmeier, U. of Louisiana, Lafayette

#### ...And Only Believe Half of What You See: How Television

Documentaries Distort Management History, Regina A. Greenwood, Kettering U.; John Joos, Informed Decisions, Inc.; Charles D. Wrege, Cornell U.

#### New Overseers on Old Plantations: Historical Precedents for Managing the Maquiladoras, William Edward Wiethoff, Indiana U., Bloomington

*Discussants:* Randall L. DuPont, U. of Mobile; Thomas J. Hench, U. of Wisconsin, La Crosse; Lois Kurowski, Eastern Illinois U.

### 359. IP: **Leadership from the Frontline: 20th Century Lessons to Remember**

- ♦ 2:00- 3:20 Royal York: Canadian 9

### 360. IP: **Uncertainty, Technology, and Activism: New Challenges for a New Time**

- ♦ 2:00- 3:20 Royal York: Canadian 10

## Wednesday 8:30AM

### 673. Paper Session: **Lessons from the Past: History's Influence in Developing Theories and Strategies.**

- ♦ 8:30- 10:20 Hilton: Harris

*Chair:* Chester Stanley Spell, Washington State U.

#### Alpha, Null Hypothesis Statistical Testing, and Confidence

Intervals: The Impact of Past Practices on Current Research and Future Directions, Tamela Dawn Ferguson, Colorado State U.; William Paul Ferris, Western New England College

#### Does History Matter in Strategy? Historiographical

Possibilities and Path Dependence, Charles Edward Booth, U. of the West of England

#### Historical Reflections on a New Time of Banking Law

Reform and the Stock Market Crashes of 1929 and 1987, Christopher C. Bauer, Spear, Leeds, and Kellogg; Eileen P. Kelly, Ithaca College

*Discussants:* Shawn M. Carraher, Texas A&M U.; Ronald H. Anderson, U. of Oklahoma; James Darroch, York U.

## Wednesday 8:50AM

### 200. SHCS: (IM, OMT, MH) **Heralding a New Time: Transition Issues in Central and Eastern Europe**

- ♦ 8:50- 10:20 Sheraton Centre: Dominion Ballroom N

## Wednesday 10:40AM

### 674. Paper Session: **Putting Management Thoughts into Practice: The Early Pioneers.**

- ♦ 10:40- 12:00 Hilton: Harris

*Chair:* Alfred A. Bolton, Averett College

#### The Pioneering Work of Whiting Williams: Setting the Record Straight, Luis Ortiz, U. of Texas, Pan American

The ILO, Taylorism and Critical Management, Christopher Thomas Nyland, Monash U.

#### Chester Barnard, Social Unrest, and Modern Leadership

Theory, James Hoopes, Babson College

Paul Hersey Award for Best Paper on Leadership

*Discussants:* William Wilkerson, U. of Virginia; Steven Vaughn Cates, Keystone Foods/ Averett College; Daniel J. Svyantek, U. of Akron

### 255. JS: (MH, MED, OMT) **Management Milestones of the Late 20th Century: The Presidents Speak**

- ♦ 10:40- 12:00 Royal York: Territories

## Wednesday 12:20PM

### 677. Paper Session: **Historical Concepts in Employee Contracts, Pay Satisfaction, and Rent Appropriation**

- ♦ 12:20- 2:10 Hilton: Harris

*Chair:* David Hunt, U. of Southern Mississippi

#### How Knowledge-Based Employees Recognize and Pursue

Rent Appropriation Opportunities: A Theory Development based on an Historical Analysis of Major League Baseball, Aya S. Chacar, London School of Business; William S. Hesterly, U. of Utah

Published in Conference Proceedings

#### Managing Ideologies: The Historical Development of

Employment Contracts in the United States, Raymond L. Hogler, Colorado State U.; Christine Henle, Colorado State U.

#### An Historical Review of the Pay Satisfaction Construct, Larry

Faulk II, Louisiana State U.; Michael C. Sturman, Louisiana State U.

*Discussants:* Ira Theodore Kaplan, Hofstra U.; Howard Stanger, Buffalo State College; Robert P. Jones, Nova Southeastern U.