

SBA Faculty Activity for 2002-2003

ELIZABETH ALMER

Publications

“Factors Affecting the Choice to Participate In Flexible Work Arrangements” with Jeffrey R. Cohen, and Louise E. Single. *Auditing: A Journal of Practice and Theory*, (2003) 22(1), 1-23.

“Manipulating Presentation Format: A Research Tool to Increase Attention” with Jill R. Hopper and Steven E. Kaplan. *Journal of Business and Psychology* (2003), 17(3), 405-418.

“The Effects of Flexible Work Arrangements on Stressors, Burnout and Behavioral Job Outcomes” with S.E. Kaplan. *Behavioral Research in Accounting* (2002), 14, 1-34.

“An Empirical Investigation of Context-Dependent Communications Between Auditors and Bankers” with Richard Brody. *Managerial Auditing*, (2002), 17(8), 478-486.

Grants:

Charles Rawlinson PricewaterhouseCoopers Faculty Fellow, Portland State University, 2002-2003.

Conference Papers:

*American Accounting Association ABO Research Conference. Dallas, Texas, October 2002, “Is It the Kids or the Schedule? The Incremental Effect of Families and Flexible Scheduling on Perceived Career Success” with Jeffrey Cohen and Louise Single.

*International Symposium on Audit Research. Sydney, Australia, July 2002, “Determinants of Intentions of Audit Professionals to Adopt Flexible Work Arrangements” with Jeffrey Cohen and Louise Single.

TALYA BAUER

Publications

Hammer, L. B., Bauer, T. N., & Grandey, A. A. (2003). Work-family conflict and work-related withdrawal behaviors. *Journal of Business & Psychology*, 17, 419-436.

Hunthausen, J., Truxillo, D. M., Bauer, T. N., & Hammer, L. (2003). A field study of frame-of-reference effects on personality test validity. *Journal of Applied Psychology*.

Paronto, M. E., Truxillo, D. M., Bauer, T. N., & Leo, M. (2002). Drug testing, drug treatment, and marijuana use: A fairness perspective. *Journal of Applied Psychology*, 87, 1159-1166.

Tierney, P., Bauer, T. N., & Potter, R. (2002). Extra-role behaviors among Mexican employees: The impact of leader-member exchange (LMX), group acceptance, and job attitudes. *International Journal of Selection and Assessment*, 10, 292-303.

Truxillo, D. M., Bauer, T. N., Campion, M. A., & Paronto, M. E. (2002). Effects of information regarding selection technology on applicant fairness reactions: A quasi-experiment. *Journal of Applied Psychology, 87*, 1020-1031.

Truxillo, D. M., Bauer, T. N., & Paronto, M. E. (2002). Reactions to organizational alcohol testing and treatment programs. *Journal of Business & Psychology, 17*, 31-45.

Maertz, C. P., Bauer, T. N., Mosley, D. C., Posthuma, R., & Campion, M. A. (in press). Do procedural justice perceptions in a selection testing context predict applicant attraction and intentions toward the organization? *Journal of Applied Social Psychology*.

Maertz, C. P., Bauer, T. N., Mosley, D. C., Posthuma, R., & Campion, M. A. (in press). Self-Efficacy for Cognitive Ability Employment Tests: Race and Gender Effects. *Journal of Business Research*.

Grants:

Bauer, T. N., Truxillo, D. M., Campion, M. A., & Weekley, J. (Currently being prepared for submission to the *International Journal of Selection and Assessment*). Technology and fairness reactions to selection. Supported by a SHRM Foundation Grant (**\$25,000**).

Conference Papers:

Bauer, T. N., & Paronto, M. E. (2002). Development of the online student readiness scale (SRS). Paper presented at the Southern Management Association, Atlanta, GA and published in the Proceedings.

Bauer, T. N., Truxillo, D. M., Paronto, M., Weekley, J., & Campion, M. A. (2003). Applicant reactions and legal intentions. In E. Derous (Symposium Chair), Applicant Reactions to Recruitment and Selection, 11th Annual European Congress of Work and Organizational Psychology, Lisbon, Portugal.

Glode, J., Truxillo, D. M., & Bauer, T. N. (2003). Hiring Manager Reactions to the Selection Interview. In R. Posthuma (Symposium Chair), Assessing Personality in Structured Interviews with M. Campion as Discussant. Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

Liden, B., Erdogan, B., Bauer, T. N., & Wayne, S. J. (2003). Newcomer adjustment. In E. Elder (Practitioner Forum Chair), Executive Integration: New Perspectives on Enhancing Effectiveness. Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

Morgeson, F., Bauer, T. N., Truxillo, D. M., & Campion, M. A. (2003). Assessing situational judgment with a structured interview: Construct validity and fairness perceptions. In F. Oswald and D. Chan (Symposium Co-Chairs), Current Issues with Situational Job Tests. Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

Paronto, M., Bauer, T. N., Truxillo, D. M., Weekley, J., & Campion, M. A. (2003). IVR technology. In M. Paronto and T. Bauer (Symposium Co-Chairs), Current Issues with Selection Technologies. Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

Truxillo, D. M., Bauer, T. N., Paronto, M., & Campion, M.A. (2003). The Big 5 and applicant reactions. Academy of Management Annual Meeting, Seattle, WA.

Sanchez, R. J., Bauer, T. N., & Paronto, M. A. (2003). Mentoring outcomes. In R. Ortiz-Walters & L. Gilson (Symposium Co-Chairs), Mentoring and Diversity. Academy of Management Annual Meeting, Seattle, WA.

DARRELL BROWN

Publications:

Marshall, R. Scott and D. Brown. (2003) "Corporate Environmental Reporting: What's in a Metric?" *Business Strategy and the Environment*. 12: 87-103

Jones, D. R. and D. Brown. (2002) "The division of labor between human and computer in the presence of decision support system advice", *Decision Support Systems*. 33: 375-388.

Grants:

KPMG and University of Illinois Business Measurement Research Program, 2003-2004

Conference Papers:

Marshall, R. Scott and D. Brown. "Corporate Environmental Reporting: Are You Getting What You Want?" presented at the 2002 Academy of Management Meeting in Denver, Colorado. August 2002.

Yuthas, K. and D. Brown. "A Constructivist Model For System Development Projects" presented at the 2002 AIS Educator Conference in Copper Mountain, Colorado. July 2002

BERRIN ERDOGAN

Publications:

Erdogan, B., Sparrowe, R. T., Liden, R. C., & Dunegan, K. (In Press) Implications of organizational exchanges for accountability theory. *Human Resource Management Review*.

Murphy, S. M., Wayne, S. J., Liden, R. C., & Erdogan, B. (2003). Understanding social loafing: The role of justice perceptions and exchange relationships. *Human Relations*, 56(1), 61-84.

Erdogan, B. (2002). Antecedents and consequences of justice perceptions in performance appraisals. *Human Resource Management Review*, 12, 555-578.

Erdogan, B., & Liden, R. C. (2002). Social exchanges in the workplace: A review of recent developments and future research directions in leader-member exchange theory. In L. L. Neider, & C. A. Schriesheim (Eds), *Leadership*. (pp. 65-114), Greenwich, CT: Information Age Press.

Erdogan, B., Kraimer, M. L., & Liden, Robert C. (2002). Person-organization fit and work attitudes: The moderating role of leader-member exchange. *Proceedings of the Annual Meeting of Academy of Management*.

Grants:

Recipient of Portland State University Scholarship of Teaching grant (2002).

Conference Papers:

Liden, R. C., Erdogan, B., Bauer, T. N., & Wayne, S. J. (2003, April). Integration of executives into the organization. In Practitioner Forum: Executive integration: new perspectives on enhancing effectiveness. Society for Industrial and Organizational Psychology, 18th annual conference. Orlando, Florida.

Erdogan, B. (2002, August). *A justice perspective to understanding the effects of LMX differentiation for individual attitudes*. Annual Meeting of the Academy of Management, Denver, CO.

Liden, R. C., Sparrowe, R.T., Erdogan, B., Gavino, M., & Maslyn, J. M. (2002, August). *The role of proactive characteristics and behaviors on organizational exchange relationships and outcomes*. Annual Meeting of the Academy of Management, Denver, CO.

CATHERINE A. FINGER

Publications:

Anne L. Christensen, Catherine A. Finger, and Claire K. Latham. "New Accounting Scholars' Publications in Accounting and Non-Accounting Journals." *Issues in Accounting Education*, August 2002, 233-251.

Catherine A. Finger and Wayne R. Landsman. "What Do Analysts' Stock Recommendations Really Mean?" *Review of Accounting and Finance*, Volume 2, Issue 3, 2003.

Grants:

Grant from the University of Illinois' Research Board to fund the paper "What Do Analysts' Stock Recommendations Really Mean?"

TOM GILLPATRICK

Conference Papers:

Roupe, Don and Tom Gillpatrick (forthcoming), "Channel Interrelationships and New Product Success," 10th Annual International Conference on Retailing and Service Science, Portland, Oregon, August 7-10th.

Ben-Rechav, G. Gabay and Tom Gillpatrick (forthcoming), "Relationship Selling and Trust: Antecedents and Outcomes," 10th Annual International Conference on Retailing and Service Science, Portland, Oregon, August 7-10th.

Unni R. and Tom Gillpatrick (forthcoming), "Effects of Personalized Communications and the Type of Loyalty Rewards on Store Patronage," 10th Annual International Conference on Retailing and Service Science, Portland, Oregon, August 7-10th.

ROBERT HARMON

Publications:

Harmon, Robert (2003), "Marketing Information Systems". In Bidgoli (ed), *Encyclopedia of Information Systems*, Vol 3, Elsevier Science USA, 137-151.

Raffo, David, Robert Harmon and Stuart Faulk, "Status Report: Value-Based Software Engineering," Proceedings of the Software Engineering Research Center (SERC), spring Showcase (May 14-16), University of West Virginia. Research sponsored by the National Science Foundation, Timberline Software, and Baker Hill.

Raffo, David, Robert Harmon, and Stuart Faulk, "Status Report: Value-Based Software Engineering," Proceedings of the Software Engineering Research Center (SERC), fall Showcase (December 3-4), Ball State University. NSF, Timberline, and Baker Hill Sponsorship.

Harmon, Robert, David Raffo and Stuart Faulk (2003), "Incorporating Price Sensitivity into the Software Engineering Process," *Proceedings of the Portland International Conference on Engineering and Technology (PICMET)*, July, forthcoming.

Unni, Ramaprasad and Robert Harmon (2003), "Location-Based Services: Models for Strategy Development in M-Commerce," *Proceedings of the Portland International Conference on Engineering and Technology (PICMET)*, July, forthcoming.

Grants:

Co-principal investigator with David Raffo, "Value-Based Software Engineering, NSF/SERC/Baker Hill, 2003, \$4,000.

Conference Papers:

Raffo, David, Stuart Faulk, Robert Harmon, Gloria Trujillo, and Maria Yankey (2002), "Congruity Between Product Cost Structures and Revenue Streams Using Product-Line Development", International Workshop on Economics Driven Software Engineering Research (EDSER-4), Held in conjunction with the International Conference on Software Engineering (ICSE), Orlando, Florida, May 21.

TOM JOHNSON

Conferences/Presentations:

Shingo Institute, Logan, Utah. Present Paul Allaire/Xerox Corp. Lecture to the 28th Annual Operational Excellence Seminar (Oct 3).

ATK Thiokol, Promontory, Utah. Present talk on Toyota methods to Propulsion Enterprise System training seminar (Nov. 19).

Northwest High Performance Enterprise Consortium, Wilsonville, OR. Present talk on "Lean Accounting Paradox" to group of Oregon manufacturers (Dec. 10).

Boeing Rocketdyne Division, Canoga Park, CA. Present closing keynote talk to Second Annual In2InThinking Conference (April 6).

AICPA, Dallas, TX. Present keynote talk to Beyond Budgeting Roundtable Conference (April 29).

Meijo University, Nagoya, Japan. Keynote talk to 75th Anniversary Celebration of the University's Faculty of Business (May 29).

Living Earth, Silver Falls, OR. Participated in five-day retreat conducted by ecophilosopher Joanna Macy (June 22-27).

SCOTT MARSHALL**Publications:**

Marshall, R. Scott. 2003. Building trust early: The influence of first and second order expectations on trust in international channels of distribution. Forthcoming at *International Business Review* 12 (4).

Marshall, R. Scott & Darrell Brown. 2003. Corporate environmental reporting: What's in a metric? *Business Strategy and the Environment* 12 (2): 87-106.

Kahle, Lynn R., R. Scott Marshall, and Fredric Kropp. 2002. The new paradigm marketing model. Forthcoming at *Journal of Euromarketing*, 12(3).

Grants:

Voluntary environmental disclosure and the cost of equity capital research grant, KPMG & University of Illinois Business Measurement Research Program, Period May 2003 - May 2004, Amount: \$60,500.

Research Productivity Award, School of Business Administration, Portland State University.

Three Professional Travel Grant Program Awards, Office of Academic Affairs, Portland State University.

Faculty Development Grant, Northwest International Business Educators' Network (NIBEN),

Center for International Business Research and Education (CIBER), University of Washington.

Conference Papers:

Business Strategy and Environment Conference 2003, (upcoming) September 15-16, 2003. Institutional pressures, standards adoption, and public reporting: a cross-national and -industry perspective on 'voluntary' environmental strategies. With Darrell Brown. To be published in *Conference Proceedings*.

Greening of Industry Network Conference 2003, (upcoming) October 12-15, 2003. Drivers of Proactive Environmental Practices in the California Wine Industry. With Murray Silverman and Mark Cordano.

Academy of Management Annual Meeting 2003, (upcoming) August 2-6, 2003. A dynamic model of trust development and knowledge sharing in strategic alliances. With Thang V. Nguyen and Scott E. Bryant.

Second International Business and Economy Conference 2003, January 9-12, 2003, Industry environmental performance in New World wine producing countries. Silverman, Murray, Terrence Berger, Peggy Duvette, & R. Scott Marshall. *Conference Proceedings*.

Annual Meeting of Academy of Management, Organizations and the Natural Environment Division, August 10-14, 2002, Corporate environmental reporting: Are you getting what you want? Marshall, R. Scott & Brown, Darrell.

Annual Meeting of Academy of Management, International Management Division, August 10-14, 2002, The influence of MNCs' mode and diversification entry strategies on productivity in a developing country: A firm-level analysis of FDI in China, Marshall, R. Scott.

Annual Meeting of International Association for Business and Society, Vancouver, B.C., Canada, June 28-29, 2002, The development of environmental practices in the wine industry: An exploratory study, Marshall, R. Scott, Silverman, Murray & Cordano, Mark. Published in *Conference Proceedings*.

Annual Meeting of Western Academy of Management, Santa Fe, New Mexico, March 20-23, 2002, Strategically managing brand knowledge to create competitive advantage, Marshall, R. Scott, Scott E. Bryant, & Richard M. Campbell, Jr.

Annual Meeting of Western Academy of Management, Santa Fe, New Mexico, March 20-23, 2002, Pushing the environmental imperative: Developing a conceptual framework for sustainable corporate behavior, Marshall, R. Scott & Steve S. Standifird.

CHARLA MATHWICK

Publications:

Mathwick, Charla and Edward Rigdon (Conditional Acceptance). "Flow, Play and the On-Line Search Experience." *Journal of Consumer Research*.

Mathwick, Charla, Naresh Malhotra and Edward Rigdon (2002). "The Effect of Dynamic Retail Experiences on Experiential Perceptions of Value: An Internet and Catalog Comparison." *Journal of Retailing*, 78 (1), 51-62.

Mathwick, Charla (2002). "Understanding the On-Line Consumer: A Typology of On-Line Relational Norms and Behavior," *Journal of Interactive Marketing*, 16 (1).

Conference Papers:

Mathwick, Charla and Joanne Klebba (2003), "The Nature and Value of Virtual Community Participation," Proceedings of the Summer A.M.A. Educators' Conference.

Mathwick, Charla and Joanne Klebba (2003), "Value Created in the Virtual Community Context," Proceedings of the European Institute of Retailing Services Studies (EIRASS), Portland, OR.

Mathwick, Charla and Joanne Klebba (2002). "Social Capital: Value Created by the Virtual Community," Proceedings of the A.M.A. Winter Educator's Conference, Austin, TX.

DAVID RAFFO

Grants:

"Optimizing IV&V Benefits Using Simulation", NASA, 2003-2004, \$80,000, Principal Investigator

"Developing Rapidly Deployable Software Process Models", NSF/SERC/Northrop Grumman, 2001-2003, \$45,598, Principal Investigator

"Value Based Software Engineering", NSF/SERC/Baker Hill, 2003, \$4,000, Principal Investigator with Robert Harmon

Conferences:

Harmon, Raffo, and Faulk, "Incorporating Price Sensitivity Measurement into the Software Engineering Process", Proceedings of the Portland International Conference on the Management of Engineering and Technology, 2003.

Menzies, Raffo, Setamanit, Hu and Tootoonian, "Model Based Tests of Truisms", Proceedings of the Automated Software Engineering Conference, Held in Edinburgh, Scotland, September 2002

Raffo, Spehar and Nayak, "Generalized Simulation Models: What, Why and How?", Proceedings of the International Workshop on Software Process Simulation and Modeling(ProSim'03), Held in Portland, Oregon, USA, May 2003.

Wakeland, Martin, and Raffo, "Using Design of Experiments, Sensitivity Analysis, and Hybrid Simulation to Evaluate Changes to a Software Development Process: A Case Study", Proceedings of the International Workshop on Software Process Simulation and Modeling (ProSim'03), Held in Portland, Oregon, USA, May 2003.

Raffo, Setamanit and Wakeland, "Towards a Software Process Simulation Model of Globally Distributed Software Development Projects", Proceedings of the International Workshop on Software Process Simulation and Modeling (ProSim'03), Held in Portland, Oregon, USA, May 2003.

SHAFIQR RAHMAN

Publications:

"An empirical examination of intra-day return volatility process," co-authored with K. Ping Ang, *Advances in Financial Planning and Forecasting*, Volume 11, No. 2, 2003.

"Intraday trading volume and return volatility of the DJIA stocks: A note," co-authored with A. F. Darrat & M. Zhong, *Journal of Banking and Finance*, Volume 27, 2003.

"Option implied moments- An application to Nikkei 225 Futures Options," co-authored with k. P. Ang, & K. H. Tan, *Review of Pacific Basin Financial Markets and Policies*, Volume 5, No. 3, September, 2002.

NEIL RAMILLER

Publications:

Ramiller, N.C. and Swanson, E.B., "Organizing visions for information technology and the I.S. executive response," forthcoming in the *Journal of Management Information Systems*, 20, 1, 2003, 13-50.

Ramiller, N.C., "Making the case: The systems-project case study as storytelling," forthcoming in *Journal of Information Systems Education*, 14, 2, Summer 2003.

Ramiller, N.C., "The Virtual Interactive Project: Teaching analysis and design through narrative and drama," *Communications of the Association for Information Systems*, 9, 1, 2002, 1-34.

Ramiller, N.C., "Animating the concept of business process in the core course in information systems," *Journal of Informatics Education & Research*, 3, 2, 2001, 53-66.

Ramiller, N.C., "Review of *Information Systems and Global Diversity* by Chrisanthi Avgerou," *Information Technology & People*, 16, 2, 2003.

ROHIT RAMPAL

Publications:

"Model selection for medical diagnosis decision support systems," with P. Mangiameli & D. West, *Decision Support Systems*, forthcoming.

Conference Papers:

“IS user satisfaction: An exploratory study of the healthcare industry,” with N. Hikmet & M. Ebrahimpour presented at the 33rd annual meeting of Decision Sciences Institute, 2002.

“Diagnosing breast cancer with ensemble strategies for a medical diagnostic decision support system,” with D. West, & P. Mangiameli, at the Northeast Decision Science Institute, 2003, annual meeting.

DAN ROGERS**Publications:**

Do firms hedge in response to tax incentives?, co-authored with John R. Graham, *Journal of Finance* **57**, 815-839.

Does executive portfolio structure affect risk management? CEO risk-taking incentives and corporate derivatives usage, *Journal of Banking and Finance* **26(2-3)**, 271-295.

Conference Papers:

“Does fuel hedging make economic sense? The case of the US airline industry” 2003 FMA European meetings (co-author).

“Repurchases and employee stock option grants,” 2003 Financial Management Association meetings.

“Managerial incentives and executive stock option repricing: A study of US casino executives” 2003 Eastern Finance Association meetings and 2002 Financial Management Meetings.

OGI School of Science and Engineering, July 2002.

RODNEY ROGERS**Publications:**

“Beyond agency and structure: Triple loop learning,” with K. Yuthas & J. Dillard, *Journal of Business Ethics*, Forthcoming.

“Communication action and corporate annual reports,” with K. Yuthas & J. Dillard, *Journal of Business Ethics*, Volume 41, Nov/Dec, 2002, pp. 141-157.

JEREMY SHORT**Publications:**

Short, J.C., & Palmer, T.B. (In press). Organizational performance referents: An empirical examination of their content and influences. *Organizational Behavior and Human Decision Processes*.

Short, J.C., Palmer, T.B., & Ketchen, D.J. (In press). Multilevel influences on firm performance: Insights from the resource-based view and strategic groups research. In F. Dansereau and F.J. Yammarino (Eds.) *Research in Multi-Level Issues*.

Short, J.C., Palmer, T.B., & Ketchen, D.J. (In press). Facing up to a MESO perspective: Research issues for testing firm and strategic group influences on performance. In F. Dansereau and F.J. Yammarino (Eds.) *Research in Multi-Level Issues*.

Short, J.C., Ketchen, D.J., & Palmer, T.B. (2002). The role of sampling in strategic management research on performance: A two-study analysis. *Journal of Management*, 28: 363-385.

Short, J.C., Palmer, T.B., & Ketchen, D.J. (2002). Resource-based and strategic group influences on hospital performance. *Health Care Management Review*. 27: 7-17.

Grants: 2003 Portland State University Center for Academic Excellence Civic Engagement Award

Conference Papers:

Short, J.C., Palmer, T.B., & Ketchen, D.J. (2003) Testing Resource-based and strategic group influences on firm performance: A comparison of empirical approaches. Paper to be presented at the 2003 Academy of Management Meetings, Seattle, Washington.

Short, J.C. (2002). Invisible Hand or Black Hand? Corporate social responsibility in the Russian Far East. Presented at the International Association for Business and Society 2002 Meetings in Vancouver, British Columbia.

Short, J.C. (2002). Firm and industry influences on corporate social performance: An examination using hierarchical linear modeling. Presented at the International Association for Business and Society 2002 Meetings in Vancouver, British Columbia.

Short, J.C., & Reid, N. (2002). Applying Aesop's fables to strategic management pedagogy. Presented at the 2002 EDiNEB Conference in Guadalajara, Mexico.

Piccoli, G., Short, J.C., & Ives, B. (2002). Investigating multilevel relationships in virtual teams: An illustration using hierarchical linear modeling. Presented at the PRO-VE' 02 3rd IFIP Working Conference on Infrastructures for Virtual Enterprises.

SULLY TAYLOR

Publications:

John Milliman, S. Taylor and A. Czaplewski. (2002). Cross Cultural Performance Feedback in Multinational Enterprises: Opportunity for Organizational Learning. *Human Resource Planning*, Fall.

Beechler, S., O. Levy, S. Taylor, and N. Boyacigiller (forthcoming in 2003), "Does It Really Matter if Japanese MNCs Think Globally?: The Impact of Employees' Perceptions on their Attitudes." In A. Bird & T. Roehl (Eds.), *Advances in International Management*

Taylor, S., N. Napier and W. Mayrhofer. (2002). "Women in Global Business".

Introduction to special edition on Women Expatriates of *International Journal of Human Resource Management*. W. Mayrhofer, S. Taylor, N. Napier and, guest editors. 13(5): 739-742.

Napier, N. and S. Taylor. (2002). "Experiences of Women Professionals Abroad: Comparisons Across Japan, China and Turkey." For special edition of *International Journal of Human Resource Management*, *op cit.* pp. 837-851.

Taylor, S. and N. Napier. *International Human Resource Management: Crossing Boundaries, Building Connections*. Chapter for H. Scullion and M. Linehan (eds), *International Human Resource Management* (forthcoming).

N. Boyacigiller, S. Beechler, S. Taylor, and O. Levy (in press). "The Crucial Yet Elusive GQ: Global Mindset." In *Handbook of International Managing*, In Lane, H, M. Maznevski, and M. Mendenhall. Malden, MA (Eds): Blackwell Publishers.

Conference Papers:

Joyce Osland and S. Taylor. (2002) Intercultural Communication as a Barrier to Global Organizational Learning. Paper presented at the *Western Academy of Management's International Conference*, Lima, Peru.

Taylor, S., S. Beechler, O. Levy, N. Boyacigiller and C. Colton. (2003). Geocentric Staffing in MNCs: Does It Matter? Presented at the *International Human Resource Management Conference*, Limerick, Ireland.

Beechler, S., S. Taylor, N. Boyacigiller and O. Levy. The Role of HR in Creating the Global Organization. Paper presented to the special conference on International Human Resource Management held at the *Center for International Business Education and Research*, University of Illinois Champagne-Urbana, 2002.

PAM TIERNEY

Publications:

Tierney, P. & Farmer, S.M. (2002). Creative self-efficacy: Its potential antecedents and relationship to creative performance. *Academy of Management Journal*, 45: 1137-1148.

Tierney, P., Bauer T.B. & Potter, R. (2002). The influence of LMX, group acceptance, and job attitudes on extra-role behavior among Mexican employees. *International Journal of Selection and Assessment*, 10: 292-303.

Farmer, S.M., & Tierney, P., Kung, K. (2003) Employee creativity in Taiwan: An application of role identity theory. *Academy of Management Journal*, 46:

Tierney, P. & Farmer, S.M. (forthcoming) Application of the Pygmalion process to employee creativity. *Journal of Management*.

Tierney, P. (forthcoming) Leadership and creativity: A reciprocal evolving model. To appear in the *Handbook of Organizational Creativity*, C. Ford (Ed.).

Grants:

2002 Recipient, PSU STRT grant

2002 Recipient Engaged Department grant

Conference Papers:

Tierney, P. & Farmer, S.M. Leading for creativity: Development of the Creativity Leadership Index (CLI). Accepted for presentation at the National Academy of Management meeting, August 2003.

Tierney, P. What constitutes a creativity-conducive context: A qualitative perspective. Presented at the National Society of Industrial and Organizational Psychology meeting, April 2003.

Tierney, P. & Farmer, S.M. A multiple role perspective of employee creativity in Taiwan. Paper presented at the National Society of Industrial and Organizational Psychologists meeting April, 2003.

Tierney, P. & Bauer, T.B., & Rogers, R.K. Destructive leadership: Antecedents, manifestations, and outcomes. Symposium presented at the National Academy of Management meeting, August 2002. Selected as a Showcase Symposium.

RAMAPRASAD UNNI

Publications:

Unni, Ramaprasad and Harmon, Robert (2003), "Location-Based Services: Models for Strategy Development in M-Commerce," *Proceedings of the Portland International Conference on Management of Engineering and Technology (PICMET)*, July.

Ramaprasad M. Unni , Bruce L. Stern, Nathan R. Stevens, and Robin J. Sena (2002), "An Examination of Factors that Affect Perceived Value and Retention of Textbooks and Course Packets," *Annual Conference of the Society for Marketing Advances*.

Grants:

Two travel grants, Portland State University

Conference Papers:

"Effects of personalized communications and type of loyalty rewards on store patronage," *10th International Conference on Recent Advances in Retailing and Services Science, EIRSS*, Portland, OR, August 7-10, 2003 (with Thomas Gillpatrick).

"Relative Effectiveness of "Virtual" Trial Compared to Actual Trial and Advertising," *2002 American Marketing Association Marketing Educators' National Winter Conference*, Austin, Texas, February 24, 2002.

ELLEN WEST

Publications:

“The Care and Feeding of Adjunct Professors.” Project description and reflection published in *Our Voices: The Scholarship of Teaching Resource Team, 2001-2002*, STRT Handbook, PSU.

Conference Papers:

“The Power of Soul and Spirit in Business: Expanding the Boundaries of Student Learning Within a Business School.” Presented at the Third International Connecting Learning and Critique Conference, Cambridge University, UK, July 2002.

Grants:

PSU Scholarship of Teaching Resource Team Grant (2002)

Professional Travel Grant Program, Office of Academic Affairs (2002)