

# FOOTNOTES\*

## GOOD NEWS FOR THE DIVISION

### A Message from the Chair

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#### SPECIAL POINTS OF INTEREST

- Annual meeting program inside
- Both HCMD (pg. 1) and overall Academy of Management (pg. 7) Election Results

I hope that most of you are planning an August trip to Denver, and that you will attend the HCMD sessions and other events. **Len Friedman** has a great program planned that he is unveiling in this newsletter. **Kathryn Dansky** has been busy putting together an outstanding series of Professional Development Workshops that we hope many of you will attend. **Kathleen Montgomery** has been successful in getting a very interesting and dynamic speaker for the Distinguished Speaker Series (see her column in this newsletter). All in all, the 2002 meeting should be one of the best yet—a series of events bound to revitalize and energize all of us professionally in a beautiful setting. It should be a conference worthwhile to everyone.

First, I want to congratulate the newly elected HCMD Officers:

**Division Chair-Elect**

**Leonard Friedman**

**Program Chair-Elect**

**Ruth Anderson**

**Academic At-Large Representative**

**Eric Williams**

**Practitioner At-Large Representative**

**Nancy Seifert**

Also, congratulations go to **Kanak Gautam**, the HCMD Historian, and to **Norris Gunby**, the new HCMD Secretary. **Jeanine Turner** has retired after completing her three-year term as Division Secretary, and I want to thank her for all her hard work. Also, I want to thank the out-going Academic Representative, **John Valentine**, and Practitioner Representative, **Vicky Parker**, for their help and support of the Division. Last but certainly not least, my thanks and deep appreciation go to **Jackie Zinn** who will be stepping down as Past Chair this year. She has served the Division untiringly for many years, and we hope that she will continue to be a force in the Division.

There is a lot of good news for the Division! We have received the results from the HCMD 5-year review that was submitted in February. In essence, the good news is:

**“On Friday, April 12, 2002, the Board of Governors unanimously voted to renew the Health Care Management Division for five years and to commend it for its active and responsive leadership.”**

The actual report is four pages long, so I won't go into detail in this newsletter; however, I am working with the AOM Office to have both the 5-year report and the AOM response on the HCMD webpage. Please check to see if it is available soon. In addition, we will discuss the AOM response and recommendations at the Business Meeting on Monday afternoon.

As part of the 5-year plan, we have implemented a new committee structure whose purpose is to add more value for our members by providing usable resources to aid with teaching, practice, and research. I am happy to announce that these com-

committees are up and running. The chairs and members are as follows:

**Research Committee**

Co-Chairs: **Michael Powell & Keith Provan**

Members: **Ann Chou, Alison Cuellar, Tom D'Aunno, Nicole Dubbs, Ewan Ferlie, Louise Fitzgerald, Eric Ford, Myron Fottler, Heather Spence Laschinger, Stephen O'Connor, Trish Reay, & Grant Savage**

**Teaching Committee**

Chair: **Bob Myrtle**

Members: **Diane Brannon, Beth Goodrick, Diana Hilberman, Michele Issel, Susan Judd, Patrick Malone, Mindi McKenna, & Dawn Oetjen**

**Practice Committee**

Chair: **Christy Lemak**

Members: **Sue Dopson, Kanak Gautam, Kim Isett, Joanne McGlown, Vicky Parker, Peter Weil, Elisabeth Wilson-Evered, & Beth Woodard**

You should note that for purposes of continuity of HCMD leadership, Kathleen, Len, and I discussed the new committee structure and agreed about the mission and operation of the committees and the membership and chairs. Thus, the chairs and members have agreed to serve for three years. Also, you may have noticed that the Research Committee is the largest. This action was taken in response to the HCMD membership survey that you completed last year. Over 90 percent of the respondents indicated that research was the major reason that they had joined AOM. Also, we tried very hard to include members who would represent the diversity of the Division: members outside of the U.S. which is one of the fastest growing segments of HCMD membership, new Ph.D.s, practitioners, and academic members who have a long history of serving the Division. Kathleen, Len, and I are very excited about these committees and what they can accomplish.

Again, I hope to see each and every one of you at the August meeting in Denver. It is at that meeting that I will turn HCMD over into **Kathleen Montgomery's** very capable hands. However, I want to thank you for the support that you have given me over the past years. HCMD members are some of the best!!

*Sharon Topping*  
**HCMD Chair**

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## Denver Program Update

As is the case in the natural world, cycles are a part of almost every system you can describe or imagine. As faculty, students, and practitioners in the field of health care management, we too are part of multiple cycles that serve to define important parts of our lives. As participants in the Health Care Management Division, we will soon arrive again at that time when we shall convene for our annual meeting, this year in Denver, Colorado. For many of our members, it is a time for renewal and reconnecting with old friends and colleagues. At a minimum, the annual meeting gives us the opportunity to hear the thoughts of some of the best thinkers in the field. This year promises to be no exception.

I would like to start by expressing my appreciation to everyone who participated in the preparation of the scholarly heart of the meeting. This year, we received 59 paper and 4 symposia submissions. These submissions were sent to a cadre of 73 talented and dedicated volunteers who took the time and effort during the Winter and early Spring to carefully read and critique between two-three papers. This August, we will again be announcing the recipients of the Best Reviewer Awards during our business meeting.

Let me pay particular thanks to all of you who submitted a paper or symposium. I am pleased to tell you that this year, the Academy will feature 35 HCMD papers and three symposia. Two of the symposia have been singled out for particular merit. One symposium, **Networks for Research and Research on Networks in Health Care**, organized by Louise Fitzgerald, was selected as an All-Academy session. Additionally, **Coordination of Expertise in High-Reliability Work Environments: What Constitutes Effective Practice**, organized by Samer Faraj, was chosen as a Showcase Symposium. I am also pleased to announce the recipients of the HCMD paper awards:

- **Best Paper Award – A Longitudinal Analysis of the Impact of Workplace Empowerment on Staff Nurses' Work Satisfaction. Heather K. Spence Laschinger (U. of Western Ontario), Joan Finegan (U. of Western Ontario), Judith Shamian (Health Canada), Piotr Wilk (U. of Western Ontario)**
- **Best Paper Based on a Dissertation – Factors that Influence Line Managers' Perceptions of Hospital Performance Data. Liane Soberman Ginsburg (U. of Calgary)**
- **Best Theory-to-Practice Paper – Does Quality of Care Lead to Better Financial Performance? The Case of the Nursing Home Industry. Robert J. Weech-Maldonado (Pennsylvania State U.), Gerald Neff (Kaufman, Hall, and Associates), Vince Mor (Brown U.)**

This year's program features a paper authored by Sharon Topping accepted as part of the shared interest track focusing on Networks and Firm Performance. In addition, a number of interactive paper sessions are scheduled. While several HCMD papers are part of IPS's with papers from several different divisions, there are two interactive sessions that are devoted almost exclusively to health care management issues. The first is Tuesday at 8:30 and is titled "**Quality in Healthcare Management and Delivery**" and will be facilitated by Jim Paul from the University of Kansas. The second is also scheduled for Tuesday but this one at 10:30 and is titled, "**Some Central Issues in Effective Healthcare Management**." The facilitator is Carmen Martinez-Lopez from the University of Texas, Pan American.

I would like to invite all of you to join us at the Division's Distinguished Speaker session scheduled for Monday at 4:10 followed immediately by the annual Business Meeting at 5:30 and reception scheduled for 7:00. Our distinguished speaker this year is William F. Jessee, MD, CMPE, President and CEO of the Medical Group Management Association. Thanks ever so much to Kathleen Montgomery for her efforts arranging Dr. Jessee's time with us.

Prior to concluding, I would like to single out for particular thanks **Kathleen Montgomery** and **Sharon Topping**. During those times when I was fumbling in the dark without a clue as to what to do next, Kathleen and Sharon were there with an encouraging word and an expression of total and complete confidence. I am so grateful for their unwavering help and support. Finally I must express my sincerest appreciation to everyone in this Division. Whenever I called or e-mailed with a request, you were there and available to help in whatever capacity you could. The success of this Program is due totally to the time, energy, and talent of everyone who had a hand in this enterprise. Please accept my sincere and heartfelt thanks. I look forward to seeing all of you this August in Denver.

*Leonard H. Friedman*  
2002 HCMD Program Chair

# HCMD Program: 2002 Annual Academy of Management Meeting

## MONDAY

### 8:30 AM

#### Division Welcome

8:30 – 8:45 Convention Center, A112

*Program Chair:* Leonard H. Friedman, Oregon State U.

### 8:45 AM

#### Paper Session: **Quality in Healthcare: Moving Beyond Measurement**

8:45 – 10:20 Convention Center, A112

*Chair:* Eric S. Williams, U. of Alabama, Tuscaloosa

Factors that Influence Line Managers' Perceptions of Hospital Performance Data, Liane Soberman Ginsburg, U. of Calgary

Winner of HCM Division Best Paper Based on a Dissertation Award

Study of Organizational Factors that Support Clinical Quality Improvement, Mattia J. Gilmartin, INSEAD

Physicians' Perceptions of Medical Errors, Nir Menachemi, U. of Alabama, Birmingham; Richard M. Shewchuk, U. of Alabama, Birmingham; Stephen J. O'Connor, U. of Alabama, Birmingham

*Discussant:* Diana W. Hilberman, U. of California, Los Angeles

### 10:40 AM

#### All Academy Symposium: **Networks for Research and Research on Networks in Health Care**

10:40 – 12:00 Adams Mark Plaza Ballroom A, B, & C

*Chair:* Louise Fitzgerald, De Montfort U.

Aggregation in Qualitative Research: Producing an Overview of Research in Health Care, Sue Dopson Templeton College, Oxford U.

The Researcher-Decision Maker Partnership: Some Observations from Experience, Trish Reay U. of Alberta

Institutionalizing a Research Collaboration from Networks, Sites of Difference and Boundaries, Kathleen Montgomery U. of California, Riverside

Engaging Researchers and Practitioners in the Scholarship of Discovery Through a Longitudinal Study, Rhonda M. Engleman, U. of Minnesota

#### SIT: Paper Session: **Networks and Firm Performance**

10:40 – 12:00 Convention Center, C204

*Facilitator:* Marlene Burkhardt, Juniata College

**OB:** Interpersonal Relationships at the Top, David Butcher Cranfield U.; Sally Atkinson Cranfield U.

**OB:** The Pervasive Effects of Network Content, Brooke Harrington, Brown U.

**ENT:** The Effects of Underwriter Networks on IPO Performance, Hyeon Jeong Park Cornell U.

**HCM:** The Entrepreneurial Process in Health Care: The Nashville Network, Sharon Topping, U. of Southern Mississippi; Jon Carr, U. of Southern Mississippi; Beth Woodard, Belmont U.; Michael Burcham, ParadigmHealth; Kina Johnson, U. of Southern Mississippi

### 2:30 PM

#### Symposium (HCM, MED): **Perspectives on Chief Executive Officers (CEOs) Learning: The "Professional Context," "Social Learning" in Groups and "Transformative Learning" in the Executive Suite**

2:30 – 3:50 Convention Center, A101/103

*Speakers:* Thomas W. Chapman, HSC Foundation; Sharon Confessore, Kaiser-Permanente; Joyce Henderson, U. of Maryland, Eastern Shore; John J. Sherlock, U. of Maryland

#### Symposium (HCM, OCIS, OMT): **Coordination of Expertise in High-Reliability Work Environments: What Constitutes Effective Practice**

2:30 – 3:50 Convention Center, A205

*Chair:* Samer Farji, U. of Maryland

How Focus Works: Time Allocation, Relational Coordination and Performance in Care Provider Groups, Jody Hoffer Gittel, Brandeis U.

Study of Team Excellence: Practices of Teams in High-Velocity, High-Stake Environment, Yan Xiao, U. of Maryland

Coordinating at the Interstices: Improving Reliability in Health Care, Karlene A. Roberts, U. of California, Berkeley

Expertise Coordination In High-Velocity High-Uncertainty Environments, Samer Farji, U. of Maryland

*Discussants:* V. Sambamurthy, U. of Maryland; Linda Argote, Carnegie Mellon U.

#### Interactive Paper Session: **Unpacking Strategic Groups: Their Composition and Actions**

2:30 – 3:50 Convention Center A106, T2

*Facilitator:* Ashish Nanda, Harvard U.

**BPS:** Heterogeneity of Resource Profiles Among Strategic Group Members, Peter Foreman U. of Illinois, Urbana-Champaign; Randall E. Westgren U. of Illinois, Urbana-Champaign

**BPS:** Strategic Groups Behaviour in Rapidly Changing Environments, Jose Angel Zuñiga Vicente, Salamanca U.

**ENT:** Is the Glass Half Full or Half Empty? Narratives From Entrepreneurs in Born Global and Gradual Globalizing Firms, Paula Danskin Harveston, Berry College; David Osborne, Berry College; Ben L. Kedia, U. of Memphis

**HCM:** Strategic Group Stability: Evidence from the Health Care Industry, Richard L. Churchman, Belmont U.; Beth Woodard, Belmont U.

### 4:10 PM

#### HCMD Distinguished Speaker Presentation

4:10 – 5:20 Convention Center, A112

*Introduction:* Kathleen Montgomery, U. of California, Riverside

*Distinguished Speaker:* **William F. Jessee**, MD, CMPE, President and CEO, Medical Group Management Association

#### Interactive Paper Session: **A Long Term View of Organizational Change**

4:10 – 5:20 Convention Center, C205, T4

*Facilitator:* Kenneth Murrell, West Florida U.

**ODC:** The Durability of OD Interventions: The 14-Year-Impact of a Third-Party Intervention, R. Wayne Boss, U. of Colorado, Boulder; Mark L. McConkie, U. of Colorado, Colorado Springs; Robert T. Golembiewski, U. of Georgia

**HCM:** Hospital Restructuring and Downsizing and Psychological Burnout among Nursing Staff: A Longitudinal Study, Ronald J. Burke, York U.

**ODC:** On the Back of a Napkin: Exploring and Explaining the Systems Equilibrium Model, Patrick M. Williams, San Jose State U.; W. Scott Sherman, Pepperdine U.

**ODC:** Organizational Change as a Process of Death and Dying, Deone Maria Zell, California State U., Northridge

### 5:30 PM

#### Meeting: **HCMD Business Meeting**

5:30 – 6:30 Convention Center, A112

*Division Chair:* Sharon Topping, U. of Southern Mississippi

### 7:00 PM

#### HCMD Reception and Social

7:00 – 9:00 Convention Center, A202

*Host:* Leonard H. Friedman, Oregon State U.

## TUESDAY

### 8:30 AM

#### Paper Session: **Building Effective Networks: Lessons Learned from Healthcare Organizations**

8:30 – 10:10 Convention Center, A112

*Chair:* Bruce Fried, U. of North Carolina, Chapel Hill

Impact of Network and System Use on Hospital X-Inefficiency, Michael D. Rosko, Widener U.; Jose Proenca, Widener, U.

Emergency Department Overcrowding: Health Care System Failure from a Network Perspective, Philip Yoon, U. of Alberta

The Changing Configuration of Health Organizations: Revisiting the Taxonomy of Health Networks and Systems, Nicole Dubbs, Columbia U.; Gloria J. Bazzoli, Virginia Commonwealth U.; Stephen M. Shortell, U. of California, Berkeley; Peter D. Kralovec, Health Forum

*Discussant:* Rebecca Wells, Pennsylvania State U.

#### Interactive Paper Session: **Quality in Healthcare Management and Delivery**

8:30 – 10:10 Convention Center, A214, T4

*Facilitator:* Jim Paul, U. of Kansas Medical Center

HCM: Building an Understanding of Qualities Needed for Health Administration Practice: A Cognitive Mapping Approach, Richard M. Shewchuk, U. of Alabama, Birmingham; Stephen J. O'Connor, U. of Alabama, Birmingham; David J. Fine U. of Alabama, Birmingham

HCM: The Impact of Implementation Factors on the Success of Healthcare Quality Improvement Programs, Jason L. Jensen, U. of North Dakota

OMT: Customization and Conformity: A Replication and Extension of Westphal, Gulati, and Shortell (1997), Kaumudi Misra, Case Western Reserve U.; Gil Preuss, Case Western Reserve U.; Jagdip Singh, Case Western Reserve U.

HCM: How do Integrated Delivery Systems Adopt and Implement Clinical Information Systems?, Bryan J. Weiner, Bryan J. North Carolina U., Chapel Hill; Lucy Ann Savitz, RTI/U. of North Carolina

### 10:30 AM

#### Paper Session: **Provision of Long Term Care Services: The Role of Management**

10:30 – 11:50 Convention Center, A112

*Chair:* Robert C. Myrtle, U. of Southern California

The Impact of PPS for SNFs on Therapy Service Provision: A Transaction Cost Approach, Jacqueline Zinn, Temple U.; Vincent Mor, Brown U.; Joseph Angelelli, Brown U.; Juliet A. Davis, U. of Alabama, Tuscaloosa; Orna Intrator, Brown U.; Zhanlian Feng, Brown U.

Does Quality of Care Lead to Better Financial Performance?: The Case of the Nursing Home Industry, Robert J. Weech-Maldonado, Pennsylvania State U.; Gerald Neff, Kaufman, Hall, and Associates; Vince Mor, Brown U.

**Winner of HCM Division Best Theory-to-Practice Paper**

Relationship Between Management Practice, Staff Turnover, and Resident Outcomes in Nursing Homes, Ruth A. Anderson, Duke U.; L. Michele Issel, U. of Illinois, Chicago; Reuben R. McDaniel, U. of Texas, Austin

*Discussant:* Alison Cuellar, Columbia U.

#### Interactive Paper Session: **Diversity, Culture and Managing Human Resources**

10:30 – 11:50 Convention Center, C105, T1

*Facilitator:* Alison Linstead, U. of Essex

GDO: Gender and Difference, Culture and Context in India Post, Elisabeth Mary Wilson, U. of Manchester

HR: The Effects of Network Groups on Minority Employee Turnover Intentions, Raymond A. Friedman, Vanderbilt U.; Brooks C. Holtom, Marquette U.

HCM: Linkages Between Organizational Strategy and Diversity Management Practices, Kathryn H. Dansky, Pennsylvania State U.; Robert J. Weech-Maldonado, Pennsylvania State U.; Gita J. DeSouza, Pennsylvania State U., Delaware County; Janice L. Dreachslin, Pennsylvania State U., Great Valley

GDO: Relational Demography, Communication and Supervisor Satisfaction, Kawai Anita Chan, U. of Macau

#### Interactive Paper Session: **Some Central Issues in Effective Healthcare Management**

10:30 – 11:50 Convention Center, C205, T4

*Facilitator:* Carmen Leonor Martinez-Lopez, U. of Texas, Pan American

HCM: Organizational Learning, Diffusion of Innovation and International Collaboration in Telemedicine, David F. Robinson, David F. Texas Tech U.; Grant T. Savage, Grant T. U. of Alabama, Tuscaloosa; Kim Synow Campbell, U. of Alabama, Tuscaloosa

HCM: Managed Care and Physician Retirement Intentions: Implications for Health Care Managers, Bahman Bahrani, North Dakota State U.; John Elder, North Dakota State U.; Sarah Jacobson, North Dakota State U.

HCM: Organizational Issue Interpretations and Labels as Antecedents of Conflict Among Hospital Managers, Christopher Shook, U. of Texas, Arlington; Kathleen E. Voges, U. of Texas, Arlington; Scott Scarborough, U. of Texas, Arlington

### 2:30 PM

#### Paper Session: **Hospitals and Nurses: Teamwork, Commitment, and Shared Success**

2:30 – 3:50 Convention Center, A112

*Chair:* Linda Searle Leach, California State U., Fullerton

HCM: A Longitudinal Analysis of the Impact of Workplace Empowerment on Staff Nurses' Work Satisfaction, Heather K. Spence Laschinger, U. of Western Ontario; Joan Finegan, U. of Western Ontario; Judith Shamian, Health Canada; Piotr Wilk, U. of Western Ontario

**Winner of HCM Division Best Paper**

HCM: Relationship between Nurse Staffing Levels and Hospital Resource Use, James D. Bramble, Creighton U.; Eugene C. Rich, Creighton U.

HCM: Professionalism and Organizational Citizenship Behavior (OCB): An Empirical Examination Among Israeli Nurses, Aaron Cohen, Haifa U.; Yardena Kol, Haifa U.

*Discussant:* E. Faye Wright, Case Western Reserve U.

#### IPC: **Managing Turnover, Minimizing Layoffs**

2:30 – 3:50 Convention Center, C205 T2

*Facilitator:* Mark B. Milstein U. of North Carolina, Chapel Hill

OMT: The Social Context of Market Reactions, Sheila Goins, U. of Illinois, Chicago

HCM: Complexity Science and the Dynamics of Climate and Communication: Reducing Nursing Home Turnover, Ruth A. Anderson, Duke U.; Kirsten Corazzini-Gomez, Duke U.; Reuben R. McDaniel, U. of Texas, Austin

CM: Task Interdependence as a Moderator of Politics-Work Outcomes Relationships, Deondra Conner, Florida State U.; Darren Treadway, Florida State U.; Wayne A. Hochwarter, Florida State U.

OB: Job Embeddedness: A Replication and Extension, Thomas W. Lee, U. of Washington, Seattle; Terence R. Mitchell, U. of Washington, Seattle; Chris J. Sablinski, California State U., Sacramento; James Paul Burton, U. of Washington, Bothell; Brooks C. Holtom, Marquette U.

### 4:10 PM

#### Paper Session: **Service Line Management: Adding Value to Multiple Stakeholders**

4:10 – 5:20 Convention Center, A112

*Chair:* S. Robert Hernandez, U. of Alabama, Birmingham

HCM: Service Line Implementation as a Contingency Process: Behavioral Health in the VA Health System, Timothy Hoff, State U. of New York, Albany

HCM: Product-Line Management and the Patient Care Environment of Hospitals: An Empirical Assessment, Gary J. Young, U.S. Dept. of Veterans Affairs; Martin P. Charns, U.S. Dept. of Veterans Affairs; Victoria Parker, U.S. Dept. of Veterans Affairs; Danielle Valley, U.S. Dept. of Veterans Affairs

HCM: Value Definition and Measurement in Community Health Partnerships, Keith J. Benson, Winthrop U.; Robert J. Weech-Maldonado, Pennsylvania State U.; Larry D. Gamm, Texas A&M U.

*Discussant:* Beth Goodrick, Florida Atlantic U.

## WEDNESDAY

### 9:00 AM

#### Paper Session: **Research on the Interface of Consumers and Healthcare Delivery: Linking Theory and Practice**

9:00 – 10:10 Convention Center, A112

*Chair:* Juliet A. Davis, U. of Alabama, Tuscaloosa

**HCM:** Novel Modes of Knowledge Production? Producer/Consumer Interactions in Health Services Research, Ewan Ferlie, Imperial College of Science, Technology and Medicine; Martin Wood

**HCM:** Waiting Lists in Dutch Health Care: An Analysis From an Organization Theoretical Perspective, Patrick Kenis, Tilburg U.

**HCM:** The Effects of Sociodemographic Characteristics on Patient Satisfaction Under Three Managed Care Conditions, Kevin LaFrance, U.S. Army/Baylor U.; S. Robert Hernandez, U. of Alabama, Birmingham; Richard M. Shewchuk, U. of Alabama, Birmingham

*Discussant:* Thomas F. Hilton, National Institutes of Health/National Institute on Drug Abuse

### 10:30 AM

#### Paper Session: **Integrated Health Networks: Perspectives on Strategy**

10:30 – 11:50 Convention Center, A112

*Chair:* Hanh Q. Trinh, U. of Wisconsin, Milwaukee

**HCM:** Who Do They Serve? Community Responsiveness Among Hospitals Affiliated with Health Systems and Networks, Shouu-Yih Daniel Lee, U. of North Carolina, Chapel Hill; Jeffrey A. Alexander, U. of Michigan; Gloria J. Bazzoli, Virginia Commonwealth U.

**HCM:** From the Ladder of Intended Vertical Integration Toward the Business of Realized Diversification, David R. Williams, U. of Alabama, Birmingham; Stephen J. O'Connor, U. of Alabama, Birmingham

**HCM:** The Effects of Relative Resource Configuration, Organizational Legitimacy, and Integration on Divestiture, Melissa Succi-Lopez, Chapman U.; Shouu-Yih Daniel Lee, U. of North Carolina, Chapel Hill; Jeffrey A. Alexander, U. of Michigan

*Discussant:* Joanne McGlown, Battelle Memorial Institute

### 1:00 PM

#### Caucus: **Health Services Research Caucus**

1:00 – 5:00 Adams Mark Hotel, Governors Square Room #9, Plaza Building

*Chair:* Thomas F. Hilton, National Institutes of Health/National Institute on Drug Abuse

## *Professional Development Workshop*

Get ready for a stimulating and enjoyable pre-conference workshop! We will kick off the PDW for the Health Care Management Division with a reception on Friday evening, August 9, at 6:00 pm. This will be informal (i.e., “business casual”) and will include light snacks and a cash bar. If you’re new to the HCM Division and/or to the Academy, this is where you get to meet other members, share interests, trade stories, etc. Something new this year – we will announce the winner of the **Best Student Paper** award during the reception.

In keeping with the “Networking” theme, we will be offering two sessions with other divisions. On Saturday morning, we will join forces with Management Education for a session on “*Teaching Skills in the 21<sup>st</sup> Century*”, and on Saturday afternoon, we will collaborate with the Careers Division to offer “*Issues Surrounding Employee Physical Health and Well-Being*”.

As in past years, we will have separate “break-out” sessions for doctoral students and faculty, to address their specific needs. These are smaller, interactive sessions that address topics such as “*Surviving a Dissertation*” and “*Managing the P&T Process*”. As a former participant of several PDWs, I can tell you that these sessions are invaluable, often the best part of the week-end.

On Sunday, we will kick off with a stellar panel who will discuss “*Research Skills for the 21<sup>st</sup> Century: The Use of Practice as a Source of Knowledge Creation*”. The panel discussants include **Margarete Arndt, Reuben McDaniel, Sharon Topping, and Stephen Mick**. Need I say more?? We will conclude with a session on “*Getting Published Early & Often*”, featuring HCM members who are journal editors.

To register for the Health Care Management PDW, please contact me at kxd9@psu.edu by **July 10**. Simply send me an email stating that you would like to attend the PDW. You do not need a letter of recommendation, as in previous years. See you in Denver!

*Kathryn Dansky*  
**PDW Chair**

## ***Distinguished Speaker for 2002 Meeting***

We are honored to have as our 2002 Distinguished Speaker **Dr. William F. Jessee**, President and Chief Executive Officer of the Medical Group Management Association (MGMA), the nation's leading voice for group medical practice. Before joining MGMA in 1999, Dr. Jessee served for three years as Vice President for Quality and Managed Care Standards at the American Medical Association, where he led the AMA's activities in clinical guidelines, quality improvement, and accreditation. He also holds academic appointments as Clinical Professor of Preventive Medicine and Biometrics at the University of Colorado Health Sciences Center in Denver, and as Adjunct Professor of Health Policy and Administration at the University of North Carolina School of Public Health, Chapel Hill.

Dr. Jessee's topic will be, "Does Management Affect Healthcare Outcomes? What's the Evidence?" This promises to be a stimulating presentation of central importance to the work of our members! Please be sure to reserve this time on your schedules to join us: Monday, August 12, 4:10-5:30, Convention Center A112.

***Kathleen Montgomery***

### **ELECTION RESULTS: OFFICERS FOR THE ACADEMY OF MANAGEMENT AS A WHOLE**

The election results from the 2002-2003 Ballot for the new Academy of Management officers are in! A total of 1456 ballots were counted using the Hare method.

The Academy of Management is pleased to announce the following officers for 2002-2003:

President:	<b>Jone L. Pearce</b>
President-Elect:	<b>Rosalie L. Tung</b>
Vice President & Program Chair:	<b>Denise M. Rousseau</b>
Vice President-Elect & Program Chair Elect:	<b>Thomas G. Cummings</b>
Representatives-At- Large:	<b>Debra L. Shapiro</b> <b>R. Duane Ireland</b> <b>Sim B. Sitkin</b>

The Board of Governors thanks all participants in this year's election.

### **Division Website**

Please contact **Jane Banaszak-Holl** at  
[janebh@umich.edu](mailto:janebh@umich.edu)  
if you can help with the HCMD website.

### **PENNSTATE**



#### **Health Care Management Division Academy of Management**

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Please be aware that email changes should be sent to the listserv manager.