



**16th Annual IABS Conference,
March 31-April 3, 2005
Sonoma Valley, CA, USA**

Program

Thursday

1:00-6:00 **Registration**
Alexander Valley Foyer

6:00-8:00 **Welcoming Reception**
Dry Creek Valley

Friday

7:00-10:00 **Registration**
Alexander Valley Foyer

7:00-8:30 **Buffet Breakfast (registrants only)**
Dry Creek Valley

8:30-10:00 **Concurrent Sessions**

S1 - Symposium
Alexander Valley III

“Why is a stakeholder theory/approach useful?”
Steven N. Brenner, Portland State University
Michael E. Johnson-Cramer, Bucknell University
John F. Mahon, University of Maine
Tim Rowley, University of Toronto
Donna J. Wood, University of Northern Iowa
Philip L. Cochran, Indiana University (Discussant)

Friday, 8:30-10:00

Friday, 8:30-10:00

TL1 - Defining and Teaching Business Ethics
Russian River Valley II

Chair: Susan Vance, St. Mary's College

“Defining business ethics: What are we studying?” (P)
Sandra L. Christensen, Eastern Washington University

“Can you teach ethics in Finance? The effect of case studies of ethics scandals on ethical perceptions” (P)
Melissa S. Baucus, Xavier University
Julie A. B. Cagle, Xavier University

“Measuring integration and decoupling: A neo-institutional perspective on implementing business ethics education efforts” (P)
Tammy McLean, Suffolk University
Barrie E. Litzky, Pennsylvania State University - Great Valley

CSR1 - Framing Corporate Social Responsibility
Chalk Hill

Chair: Lyla Hamilton, University of Colorado

“Competing logics and languages of corporate social responsibility” (P)
Duane Windsor, Rice University

“Corporate social responsibility: Theory and evidence” (P)
Paul C. Godfrey, Brigham Young University
Nile Hath, Brigham Young University
Jared Hansen, Brigham Young University

“An extended model of corporate ethical performance” (P)
Niklas Egels, Chalmers University of Technology
Olof Zaring, Chalmers University of Technology

U1 - Macro Perspectives on Business and Society
Sonoma Mountain

Chair: Natasha Vijay Munshi, City University London

“Resolving ethics and economics: Entitlement claims for scarce resources” (P)
Christopher M. Cassidy, Marshall University

Friday, 8:30-10:00

Friday, 8:30-10:00

“Responsible strategic decision making”

Pratima Bansal, University of Western Ontario

“Taming the Trojan horse: Mitigating the potentially negative effects of corporate social performance” (P)

Nikolay A. Dentchev, Ghent University

Pursey Heugens, Utrecht University

CSR2 - Business Ethics & CSR in North & Central America

Russian River Valley I

Chair: Ivan Montiel, University of California - Santa Barbara

“A research agenda for the study of business ethics in NAFTA” (D)

Pedro Marques, Instituto Tecnológico y de Estudios Superiores de Monterrey and Instituto de Empresa

Carolyn Erdener, Instituto Tecnológico y de Estudios Superiores de Monterrey and Instituto de Empresa

“Corporate social reporting in Mexico” (P)

Karen Paul, Florida International University

Elisa Cobas, EGADE

Raul Ceron, EGADE

David Guajardo, Monterrey

Mattias Frithiof, Stockholm School of Economics and EGADE

Ivan Navarro, EGADE

Lina Palmer, Stockholm School of Economics and EGADE

Loretta Serrano, London School of Economics

“Making, buying, or collaborating for corporate social responsibility: Evidence from Central America and Mexico” (P)

Bryan W. Husted, Instituto Tecnológico y de Estudios Superiores de Monterrey and Instituto de Empresa

David B. Allen, Instituto de Empresa

Jorge Rivera, George Washington University

U2 - Workshop

Green Valley Board Room

“Joining the circle: Seeking shared wisdom and connectedness from old ways of knowing and doing”

Jerry Calton, University of Hawaii-Hilo

Sandra Waddock, Boston College

Lawrence J. Lad, Butler University

Judith Clair, Boston College

Friday, 8:30-10:00

Friday, 10:00-10:30

10:00-10:30 Break

Alexander Valley Foyer

10:30-12:00 Concurrent Sessions

L1 - Global Labor Issues I

Sonoma Mountain

“21st Century protests against unethical labor practices”

Beverly Kracher, Creighton University (D)

“Ingredients for cooking a cultural stew: A Socratic workshop on global workplace diversity”

William E. Martello, St. Edward’s University

BG1 - Symposium

Alexander Valley III

“Asset policy as anti-poverty strategy: A symposium on corporate involvement”

Mary-Ellen Boyle, Clark University

Elizabeth Y. A. Ferguson, Bay Area Family of Funds, Bay Area Council

Branka Minic, Workforce Development Manpower Inc.

CSR3 - Symposium

Alexander Valley IV

“Paradoxes of corporate citizenship: Positives and negatives of success and failt

Sandra Waddock, Boston College

Peter deMaCarty, Beacon Management Consulting

Panel presentations

“Paradox and the freedom to choose social responsibility”

Peter deMaCarty, Beacon Management Consulting

“Paradoxes of industry self-regulation”

Lawrence J. Lad, Butler University

“The Microsoft, Wal-Mart, Starbucks dilemma: When success creates problems”

Sandra Waddock, Boston College

“Confronting the paradox: Morally mature management and socially efficient political economies”

Jeanne M. Logsdon, University of New Mexico

Donna J. Wood, University of Northern Iowa

Friday, 10:30-12:00

Friday, 10:30-12:00

S2 - Stakeholder Activism
Chalk Hill

Chair: Virginia Gerde, Duquesne University

“Managerial values and perceived stakeholder pressure: United Kingdom evidence” (P)
Stephen Brammer, University of Bath
Andrew Millington, University of Bath

“Organizations, activists, and the public opinion environment: A longitudinal, comparative case study of the public opinion environment of Australia’s major banks and their relationships with activist stakeholders” (P)
Elizabeth Dougall, University of North Carolina - Chapel Hill

“Stakeholder engagement for organizational innovation” (P)
Sanjay Sharma, Wilfrid Laurier University

U3 - Language & Constructivism in Business and Society
Russian River Valley I

Chair: Craig Van Sandt, Augustana College

“Strategic trust-building: The use of linguistic devices to induce trust” (P)
Robbin Derry, Northwestern University
Cati Brown, University of Georgia

“Building a constructivist perspective in Business and Society: A discussion of Michael Callon’s works” (P)
Jean-Pascal Gond, Université Toulouse
Aurelien Acquier, Ecole des Mines de Paris

BE1 - Ethics and Human Resources
Russian River Valley II

Chair: Michael L. Barnett, University of South Florida

“Human resource practices and the treatment of human capital: Managerial perceptions of normative and economic value” (D)
Randy Evans, University of Mississippi

Friday, 10:30-12:00

Friday, 10:30-12:00

“The edifice complex: The influence of celebrity and legacy on executive misbehavior” (D)
Vanessa Hill, University of Louisiana at Lafayette
Tiffany L. Galvin, University of Utah

“Do current practices in UK executive pay encourage ethical behavior?” (P)
Lance Moir, Cranfield School of Management
Ruth Bender, Cranfield School of Management

12:00-1:00 Luncheon
Dry Creek Valley

1:00-2:30 Plenary Panel
“The New World of 21st-Century Labor”
Alexander Valley I

Ken Larson, Director

Corporate Social Responsibility, Hewlett Packard Company

Greg Junemann, President

International Federation of Professional & Technical Engineers

Thomas M. Donaldson, The Wharton School

Ian Maitland, University of Minnesota

2:30-3:00 Break
Alexander Valley Foyer

3:00-4:30 Concurrent Sessions

L2 - Global Labor Issues II
Alexander Valley IV

Chair: Bryan W. Husted, Instituto Tecnológico y de Estudios Superiores de Monterrey and Instituto de Empresa

“21st century labor issues” (P)
Duane Windsor, Rice University

Friday, 3:00-4:30

Friday, 3:00-4:30

“Between rhetoric and practice: The operationalisation of social partnerships aiming to improve the social inclusion of vulnerable groups in the labor market” (P)

Esben Rahbek Pedersen, Copenhagen Business School
Mette Andersen, Copenhagen Business School

“Child workers, globalization and international business ethics: A case study in Brazil’s export-oriented shoe industry” (P)

Richard E. Wokutch, Virginia Institute of Technology
J. Lawrence French, Virginia Institute of Technology

CSR4 - Corporate Social Responsibility Across Europe

Sonoma Mountain

Chair: Jerry M. Calton, University of Hawaii - Hilo

“Corporate social responsibility: A three country comparative study of the evolution of a corporate discourse” (P)

Frank den Hond, Vrije Universiteit
Claes Ohlsson, Goteborg University
Stefan Tengblad, Goteborg University
Frank G. A. de Bakker, Vrije Universiteit
Marie-France Turcotte, Université du Quebec a Montreal

“Constructing social rating organizations, commodifying CSR: Studying the micro-processes of SRI legitimation in Europe” (P)

Jean-Pascal Gond, Université Toulouse
Celine Louche, Vlerick Leuven Gent Management School
Marc Ventresca, University of Oxford

“Institutional and historical framing of national models of CSR: European experiences since 1990” (P)

Joachim Boll, Copenhagen Business School

TL2 - Workshop

Green Valley Board Room

“What is the role of ethical theory in business ethics education?”

Judith White, University of Redlands

CSR5 - Localizing Corporate Social Responsibility

Russian River Valley II

Chair: Pratima Bansal, University of Western Ontario

Friday, 3:00-4:30

Friday, 3:00-4:30

“Corporate social performance in family firms” (P)
Sara A. Morris, Old Dominion University

“The relevance of proximity to corporate social responsibility” (P)
Vanessa M. Strike, University of Western Ontario
Pratima Bansal, University of Western Ontario

“The role of organizational identity and identification in corporate social responsiveness” (D)
Leeora D. Black, Monash University Melbourne

U3 - Symposium

Alexander Valley III

“Innovative research methodologies for Business and Society research”
Robbin Derry, Northwestern University

Panel Presentations

“Critical social constructionism and discourse analysis”
Colin Higgins, Massey University

“Beyond truth: A text analysis account of language and business ethics in the tobacco industry”
Cati Brown, University of Georgia

“Triangulated quasi experiments: A robust methodology for business and society research”
Miguel Olivas-Luján, Instituto Tecnológico y de Estudios Superiores de Monterrey

CSR6 - Corporate Social Responsibility at the Industry Level

Chalk Hill

Chair: Jeffery Gale, Loyola Marymount University

“Corporate reputation: An experimental analysis of the effect of industry setting”
William B. Lamb, Ohio University
Michael Fritz, Price Waterhouse Coopers

“Industry social responsibility: A social audit of the beer industry” (P)
Jennifer J. Griffin, George Washington University
James Weber, Duquesne University

“Making sense of why stakeholders mobilize to act at the industry level: The case of Cardhu Pure Malt and the Scotch whisky industry” (P)
Natasha Vijay Munshi, City University London

Friday, 3:00-4:30

Friday, 3:00-4:30

U4 - Culture, Power, and Conflict
Russian River Valley I

Chair: Paul Dunn, Brock University

“How institutions matter: Understanding the impact of culture on firms’ stakeholder emphases” (D)
James E. Mattingly, University of Northern Iowa

“Building political capital” (P)
Kathleen A. Rehbein, Marquette University
Douglas A. Schuler, Rice University

“The role of business in responding to violent conflict: Building a conceptual model and framework for research” (D)
Kathleen A. Getz, American University
Stephen Ladek, CHF International
Jennifer Oetzel, American University

4:30-5:30 Business Meeting
Alexander Valley I

5:30-6:30 Wine Tasting
Vineyard Creek Hotel Lobby

Dinner on your own

Saturday

7:00-8:30 Buffet Breakfast (registrants only)
Dry Creek Valley

8:30-10:00 Concurrent Sessions

CG1 - Corporate Governance: Executives and Boards
Sonoma Mountain

Chair: Cynthia Clark Williams, Boston University

Saturday, 8:30-10:00

Saturday, 8:30-10:00

“Corporate wrongdoing: What are the consequences for executives?” (P)
John Lipinski, University of Pittsburgh
Adele Queiroz, University of Pittsburgh

“Boards, owners, and CEOs: The issue of double independence” (P)
Cathrine Hansen, Norwegian School of Management

“The changing composition of Canadian boards of directors: To acquire legitimacy or resources?” (P)
Paul Dunn, Brock University
Barbara Sainty, Brock University

CSR7 - Workshop
Alexander Valley IV

“Creating a better world: Educating managers for global business citizenship”
Jeanne Logsdon, University of New Mexico
Kim Davenport, First Data Corporation
Edwin M. Epstein, University of California - Berkeley
Patsy Lewellyn, Laurens Street Publishing, Inc.
Donna J. Wood, University of Northern Iowa

U5 - Picking and Choosing
Russian River Valley I

Chair: Robert Boutilier, Simon Fraser University

“A new approach to stakeholder selection” (D)
Stephanie Bertels, University of Calgary
Harrie Vredenburg, University of Calgary

“Opting in and opting out: A conceptual model of the conditions affecting adoption and implementation of voluntary codes of conduct in MNEs” (P)
Linda M. Sama, Pace University

CSR8 - Corporate Social Responsibility Across Borders
Chalk Hill

Chair: Jamie R. Hendry, Bucknell University

Saturday, 8:30-10:00

Saturday, 8:30-10:00

“Corporate geographical diversification and social performance: An empirical analysis” (P)

Stephen Brammer, University of Bath
Stephen Pavelin, University of Reading
Lynda Porter, University of Reading

“International transfer pricing and subsidiary viability: The role of local corporate social performance” (P)

Ramón Paz-Vega, Inst. Tecnológico y de Estudios Superiores de Monterrey

“The socially responsible corporation, the law and the Sicilian Mafia: Taking seriously the Mafia metaphor to analyze the management of social issues” (P)

Jean-Pascal Gond, Université Toulouse
Guido Palazzo, Université de Lausanne

TL3 - Workshop

Alexander Valley III

“Creating the syllabus”

Sandra L. Christensen, Eastern Washington University
Jerry Calton, University of Hawaii - Hilo
Kathleen A. Getz, American University
Kathleen A. Rehbein, Marquette University
Craig V. Van Sandt, Augstana College

BE2 - Business Ethics at the Individual Level

Russian River Valley II

Chair: Elizabeth K. Dougall University of North Carolina - Chapel Hill

“Looking the other way: An empirical investigation of the influence of socio-moral perspective on an individual’s ability to detect cheaters” (P)

David M. Wasieleski, Duquesne University

“Branding as encoded business ethics in ethical decision-making” (P)

Kumju Hwang, University of Leeds
William Young, University of Leeds
Seonaidh McDonald, Aberdeen Business School
Caroline Oates, University of Sheffield

“The importance of trust and socioeconomics on risk taking in individuals’ saving behavior” (P)

Paul Cox, University of Exeter

Saturday, 8:30-10:00

Saturday, 8:30-10:00

BE3 - Workshop

Green Valley Board Room

“Founding, growing, and sustaining centers for business ethics”

Anthony F. Buono, Bentley College
Robert W. Kolb, University of Colorado

10:00-10:30 Break

Alexander Valley Foyer

10:30-12:00 Concurrent Sessions

TL4 - Workshop

Alexander Valley III

“Implementing service learning in the 21st Century: The challenges and the rewards”

Kathleen A. Rehbein, Marquette University
Ann K. Buchholtz, University of Georgia
Mary-Ellen Boyle, Clark University
Craig Dunn, San Diego State University
Lawrence J. Lad, Butler University
John F. Mahon, University of Maine
Sandra Waddock, Boston College

S4 - Stakeholders, Technology, and the Value Chain

Russian River Valley I

Chair: Duane Windsor, Rice University

“A framework for understanding stakeholder relations through technological misuse policies” (P)

Shawn L. Berman, Santa Clara University
Michael E. Johnson-Cramer, Bucknell University

“The contribution of the stakeholder view to the knowledge creation framework of Tanaka and Takeuchi” (P)

Sybille Sachs, Univ. of Applied Sciences in Business and Admin. - Zurich
Isabelle Kern, Univ. of Applied Sciences in Business and Admin. - Zurich

Saturday, 10:30-12:00

Saturday, 10:30-12:00

“Value chain responsibility: A farewell to arm’s length” (P)
Craig B. Caldwell, Butler University
Robert Phillips, University of San Diego

CSR9 - Financial Perspectives on Corporate Social Responsibility
Chalk Hill

Chair: Christopher M. Cassidy, Marshall University

“Stakeholder influence capacity and the variability of financial returns to corporate social responsibility” (P)
Michael L. Barnett, University of South Florida

“Performing the (positive) relationship between corporate social and financial performance” (P)
Jean-Pascal Gond, Université Toulouse

“Economic self-reliance: A new component of corporate social responsibility” (P)
Paul C. Godfrey, Brigham Young University

CSR10 - Social Initiatives in Business
Alexander Valley IV

Chair: D. Kirk Davidson, Mount St. Mary’s University

“The road to exuberance: Looking at involvement in business social activities” (P)
Darrel Coleman, University of Utah

“Why do companies make philanthropic donations?” (P)
Stephen Brammer, University of Bath
Lance Moir, Cranfield University

“Companies doing good: Determining appropriate response options” (P)
Darrel Coleman, University of Utah
Karin Fladmoe-Lindquist, University of Utah

CG2 - Corporate Governance: Investors and Managers
Sonoma Mountain

Chair: James E. Mattingly, University of Northern Iowa

“Compensation and tournament incentives and the social performance characteristics of pension fund held stock” (P)
Paul Cox, University of Exeter

Saturday, 10:30-12:00

Saturday, 10:30-12:00

“Information disclosure strategy: Corporate transparency enactment and investor trust” (P)
Cynthia Clark Williams, Boston University
W. Trexler Proffitt, University of California - Riverside

“Agency theory and the constitution of managerial responsibility in corporate governance regimes” (P)
J. (Hans) vanOosterhout, Erasmus University

BE4 - Psychological Perspectives on Business Ethics
Russian River Valley II

Chair: William E. Martello, St. Edward’s University

“An analysis of Hofstede’s masculine/feminine dimension and implications for business ethics research” (D)
Carolyn Erdener, Instituto Tecnológico y de Estudios Superiores de Monterrey and Instituto de Empresa
Pedro Marques, Instituto Tecnológico y de Estudios Superiores de Monterrey and Instituto de Empresa

“Why do you trust? Attitudinal and ethical dimensions of workplace monitoring” (P)
Filiz Tabak, Towson University
William P. Smith, Towson University

“Psychological contracts: A nano-level perspective on social contract theory” (I)
Jeffery A. Thompson, Brigham Young University
David W. Hart, Brigham Young University

12:00-6:00 On your own

Tours leave from hotel lobby at 12:00

6:00-9:30 Banquet
Dry Creek Valley

Sunday

7:00-8:30 Breakfast Buffet (registrants only)
Dry Creek Valley

Sunday, 7:00-8:30

Sunday, 8:30-12:00

8:30-12:00 Showcase Workshops

TL5 - Business Ethics Learning
Chalk Hill

“An interactive workshop on the assessment of ethics learning: Course objectives, methods and tools, and outcomes”

James Weber, Duquesne University

Jamie R. Hendry, Bucknell University

Steve Payne, Georgia College & State University

CG3 - Corporate Governance Research
Sonoma Mountain

“Corporate governance as a key variable in business and society relationships:

A workshop for developing research projects”

Melissa S. Baucus, Xavier University

Philip L. Cochran, Indiana University

Lori Verstege Ryan, San Diego State University

8:30-10:00 Concurrent Sessions

S5 - Stakeholders and the Environment
Alexander Valley III

Chair: Nikolay A. Dentchev, Ghent University

“Sustainable Silicon Valley: Regional cooperation in a multi-stakeholder environmental management system” (D)

Bruce Paton, San Francisco State University

Peter Melhus, Silicon Valley Environmental Partnership

Jennifer Smith Grubb, Sustainable Silicon Valley

Margaret Bruce, Silicon Valley Manufacturing Group

“Cascading arenas in issues and stakeholder management: The case of genetically modified organisms and other incidents” (P)

John F. Mahon, University of Maine

Steven L. Wartick, University of Northern Iowa

Sunday, 8:30-10:00

Sunday, 8:30-10:00

“Stakeholder involvement in corporate social performance: Corporate governance as the critical link” (P)
Frank Jan de Graaf, University of Amsterdam

CSR11 - Cross-cultural Issues in Corp. Social Responsibility
Green Valley Board Room

Chair: William B. Lamb, Ohio University

“Preserving indigenous cultural values in business: The Case of Ali’i Kula lavender” (P)

Mary J. Mallott, University of Hawaii - West O’ahu

“CSR for SCD by TNCs: Development, dependence, demandingness, dividedness” (P)

Robert Boutillier, Simon Fraser University

“Emerging opportunities or traditions reinforced? An analysis of the attitudes toward CSR, and trends of thinking about CSR, in India” (P)

David Kimber, RMIT University

N. K. Balasubramanian, Indian Institute of Management - Bangalore

S6 - Stakeholder Salience
Russian River Valley II

Chair: Mark Cordano, Ithaca College

“Stakeholder salience, shifting networks and sustainability” (P)

David Saiia, Ithaca College

Krasimira Georgieva, Ithaca College

“Stakeholder salience and corporate performance: A small business study” (P)

Brian K. Burton, Western Washington University

Michael Goldsby, Ball State University

“Stakeholder salience and ethical views of small business owners” (P)

Brian K. Burton, Western Washington University

Michael Goldsby, Ball State University

BG2 - The Role of Politics
Russian River Valley I

Chair: Arnold Wilts, Free University

Sunday, 8:30-10:00

Sunday, 8:30-10:00

“Cultivating an environment for corporate social performance: The role of government” (D)
Charlice Hurst, University of Florida

“A legitimacy advantage? The regulator and its stakeholders” (P)
Andy Blundell, University of Calgary
Frances Bowen, University of Calgary
Loren Falkenberg, University of Calgary

“The evolutionary patterns in intra-firm political actions: Insights from a historical single case study” (P)
Mika Skippari, Tampere University of Technology

U6 - Environmental Management *Alexander Valley IV*

Chair: Anthony Branch, Golden Gate University

“Environmental management systems and practices: An international facility-level perspective” (P)
Irene Henriques, York University
Perry Sadorsky, York University

“The international diffusion of ISO 14001 in the chemical industry” (P)
Magali A. Delmas, University of California - Santa Barbara
Ivan Montiel, University of California - Santa Barbara

“The impact of institutional pressures to adopt ISO 14001 among automotive suppliers in North America” (P)
Ivan Montiel, University of California - Santa Barbara

10:00-10:30 Break
Alexander Valley Foyer

10:30-12:00 Concurrent Sessions

BE5 - Reputation and Ethical Culture *Russian River Valley I*

Chair: Barrie E. Litzky, Pennsylvania State University - Great Valley

“Reputation shifting” (P)
John F. Mahon, University of Maine
Barry M. Mitnick, University of Pittsburgh

Sunday, 10:30-12:00

“The effects of cultural indoctrination on ethical norm appreciation” (P)
Tara L. Ceranic, University of Washington

“Salience of organizational values as a determinant of value projection and the accuracy of assessments of the values of superiors” (P)
Sefa Hayibor, University of Pittsburgh

TL6 - Teaching and Learning *Russian River Valley II*

Chair: Frank Jan de Graaf, University of Amsterdam

“A model for feed-forward assessment of student learning in an industry issues course” (D)
Kelly C. Strong, Iowa State University
Rhonda Wiley Jones, Iowa State University

“Collaborative teaching: How do we ensure learning across international boundaries when creating international student teams?” (D)
Patricia C. Kelley, University of Washington - Bothell

“Overview of Ivey’s core MBA course on corporate social responsibility” (D)
Pratima Bansal, University of Western Ontario

Sunday, 10:30-12:00

IABS 2005 Reviewers

Notes

With thanks to...

<i>Brad Agle</i>	<i>Paul Godfrey</i>	<i>Helen Muller</i>
<i>Michael Barnett</i>	<i>Jean-Pascal Gond</i>	<i>Gerd Mutz</i>
<i>Melissa Baucus</i>	<i>Frank Jan de Graaf</i>	<i>Juha Nasi</i>
<i>Shawn Berman</i>	<i>Michelle Greenwood</i>	<i>Jordan Otten</i>
<i>Stephanie Bertels</i>	<i>Jennifer Griffin</i>	<i>Karen Paul</i>
<i>Leeora Black</i>	<i>Terrence Guay</i>	<i>Ramón Paz-Vega</i>
<i>Laquita Blockson</i>	<i>Duane Helleloid</i>	<i>Joseph Petrick</i>
<i>Robert Boutilier</i>	<i>Jamie Hendry</i>	<i>Rob Phillips</i>
<i>Frances Bowen</i>	<i>Irene Henriques</i>	<i>Trex Proffitt</i>
<i>Mary-Ellen Boyle</i>	<i>Pursey Heugens</i>	<i>Adele Queiroz</i>
<i>Stephen Brammer</i>	<i>Frank den Hond</i>	<i>Laura Quinn</i>
<i>Steve Brenner</i>	<i>Charlice Hurst</i>	<i>Tara Radin</i>
<i>Ann Buchholtz</i>	<i>Morten Huse</i>	<i>Sandra Rahman</i>
<i>Lee Burke</i>	<i>Bryan Husted</i>	<i>Gordon Rands</i>
<i>Brian Burton</i>	<i>Michael Johnson-Cramer</i>	<i>Kathy Rehbein</i>
<i>Craig Caldwell</i>	<i>Patricia Kelley</i>	<i>C. Michael Ritchie</i>
<i>Archie Carroll</i>	<i>Thomas Klein</i>	<i>Jorge Rivera</i>
<i>Chris Cassidy</i>	<i>Robert Kolb</i>	<i>Chris Robertson</i>
<i>Tara Ceranic</i>	<i>Beverly Kracher</i>	<i>Kate Rogers</i>
<i>Sandra Christensen</i>	<i>Larry Lad</i>	<i>David Saia</i>
<i>Phil Cochran</i>	<i>William Lamb</i>	<i>Linda Sama</i>
<i>Darrell Coleman</i>	<i>Anne Lawrence</i>	<i>Karen Schnietz</i>
<i>Jane Collier</i>	<i>Jeff Lenn</i>	<i>Elizabeth Scott</i>
<i>Tom Comstock</i>	<i>Patsy Lewellyn</i>	<i>Arthur Shacklock</i>
<i>Katy Cortes</i>	<i>Barrie Litzky</i>	<i>Brian Shaffer</i>
<i>Paul Cox</i>	<i>Jeanne Logsdon</i>	<i>William Smith</i>
<i>Dick Dailey</i>	<i>Tammy MacLean</i>	<i>Vanesa Strike</i>
<i>Kirk Davidson</i>	<i>Michael MacLeod</i>	<i>Kelly Strong</i>
<i>David Deephouse</i>	<i>John Mahon</i>	<i>Wendy Stubbs</i>
<i>Nikolay Dentchev</i>	<i>Ian Maitland</i>	<i>Chamu Sundaramurthy</i>
<i>Robbin Derry</i>	<i>Mary Mallott</i>	<i>Jeff Thompson</i>
<i>Elizabeth Dougall</i>	<i>Nicholas Mangos</i>	<i>Diane-Gabrielle Tremblay</i>
<i>Paul Dunn</i>	<i>Richard Marens</i>	<i>Cheryl van Deusen</i>
<i>Craig Dunn</i>	<i>Bill Martello</i>	<i>Craig Van Sandt</i>
<i>Niklas Egels</i>	<i>Jim Mattingly</i>	<i>Sandra Waddock</i>
<i>Heather Elms</i>	<i>Marc Maurer</i>	<i>Steven Wartick</i>
<i>Carolyn Erdener</i>	<i>Doug May</i>	<i>James Weber</i>
<i>Michael Fekula</i>	<i>Richard McGowan</i>	<i>Stephaine Welcomer</i>
<i>Linda Ford</i>	<i>Christopher</i>	<i>Ben Wempe</i>
<i>Steve Frankforter</i>	<i>Michaelson</i>	<i>Cynthia Clark Williams</i>
<i>David Fritzsche</i>	<i>Barry Mitnick</i>	<i>Duane Windsor</i>
<i>Deb Gallagher</i>	<i>Lance Moir</i>	<i>Rich Wokutch</i>
<i>Kathy Getz</i>	<i>Sara Morris</i>	<i>Donna Wood</i>
<i>Dan Gilbert</i>	<i>Carolyn Mueller</i>	<i>Elliott Wood</i>