



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

Program

Thursday

1:00-6:00 Registration
Alexander Valley Foyer

5:00-8:00 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

CS1 - 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

CS1 - 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

CS2 - 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

CS3 - 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

12 - 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

11 - 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

3G1 - 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 failure”

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

12 - 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

13 - 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

3E1 - 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

12 - 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

WL2 - 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

13 - 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” (P)
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

14 - 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

CSR1 - 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

15 - 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

FL3 - 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

3E2 - 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

3E3 - 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

FL4 - 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

34 - 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

3E4 - 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" (P)
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

5:00-9:30 *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

3:30-12:00 Showcase Workshops

FL5 - 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

3:30-10:00 Concurrent Sessions

IS5 - 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

IS6 - 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

CG2 - 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

16 - 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

3E5 - 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

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

16 - 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

IABS 2005 Reviewers

Notes

With thanks to...

Mad Agle	Paul Godfrey	Helen Muller
Michael Barnett	Jean-Pascal Gond	Gerd Mutz
Elissa Baucus	Frank Jan de Graaf	Juha Nasi
awn Berman	Michelle Greenwood	Jordan Otten
ephanie Bertels	Jennifer Griffin	Karen Paul
eorra Black	Terrence Guay	Ramón Paz-Vega
iquita Blockson	Duane Helleloid	Joseph Petrick
bert Boutilier	Jamie Hendry	Rob Phillips
ances Bowen	Irene Henriques	Trex Proffitt
ary-Ellen Boyle	Pursey Heugens	Adele Queiroz
ephen Brammer	Frank den Hond	Laura Quinn
eve Brenner	Charlice Hurst	Tara Radin
in Buchholtz	Morten Huse	Sandra Rahman
e Burke	Bryan Husted	Gordon Rands
ian Burton	Michael Johnson-Cramer	Kathy Rehbein
aig Caldwell	Patricia Kelley	C. Michael Ritchie
chie Carroll	Thomas Klein	Jorge Rivera
ris Cassidy	Robert Kolb	Chris Robertson
ra Ceranic	Beverly Kracher	Kate Rogers
ndra Christensen	Larry Lad	David Saia
il Cochran	William Lamb	Linda Sama
rrrell Coleman	Anne Lawrence	Karen Schnietz
ne Collier	Jeff Lenn	Elizabeth Scott
m Comstock	Patsy Lewellyn	Arthur Shacklock
ity Cortes	Barrie Litzky	Brian Shaffer
ul Cox	Jeanne Logsdon	William Smith
ick Dailey	Tammy MacLean	Vanesa Strike
rk Davidson	Michael MacLeod	Kelly Strong
avid Deephouse	John Mahon	Wendy Stubbs
kolay Dentchev	Ian Maitland	Chamu Sundaramurthy
bbin Derry	Mary Mallott	Jeff Thompson
izabeth Dougall	Nicholas Mangos	Diane-Gabrielle Tremblay
ul Dunn	Richard Marens	Cheryl van Deusen
aig Dunn	Bill Martello	Craig Van Sandt
klas Egels	Jim Mattingly	Sandra Waddock
eather Elms	Marc Maurer	Steven Wartick
rolyn Erdener	Doug May	James Weber
ichael Fekula	Richard McGowan	Stephaine Welcomer
nda Ford	Christopher	Ben Wempe
eve Frankforter	Michaelson	Cynthia Clark Williams
avid Fritzsche	Barry Mitnick	Duane Windsor
eb Gallagher	Lance Moir	Rich Wokutch
ithy Getz	Sara Morris	Donna Wood
in Gilbert	Carolyn Mueller	Elliott Wood