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

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, 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 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**

**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**

“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
“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 Québec a Montréal

“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

“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

**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, 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

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

“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, Augustana 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

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
“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

**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

**CS10 - 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

"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

**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, 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 Verstegen Ryan, San Diego State University

Sunday, 8:30-10:00

**Concurrent Sessions**

**S5 - Stakeholders and the Environment**  
Alexander Valley III

Chair: Nikolay A. Dentschev, 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

**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 Lavendar” (P)  
Mary J. Mallott, University of Hawaii - West O’ahu

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

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

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