

Society for Business Ethics

# August 2<sup>nd</sup> - 5<sup>th</sup> Boston, MA



Society for Business Ethics

# August 2<sup>nd</sup> - 5<sup>th</sup> Boston, MA

# **2012 ANNUAL MEETING** ONLINE VERSION OF MEETING SCHEDULE



Scan the QR code to view the meeting schedule on your mobile device.

Alternatively, you can view the schedule on your notebook or netbook computer at http://tinyurl.com/ccq7kb9.



THURSDAY, AUGUST 2

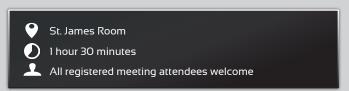
#### 10:00am

# SBE BOARD MEETING



# 6:00pm

# RECEPTION HONORING INTERNATIONAL PARTICIPANTS



FRIDAY, AUGUST 3

#### 8:30am

#### **EMERGING SCHOLARS WORKSHOP**



Copley Room



4 hours

For invited workshop participants

#### Co-Chairs

Jeff Frooman University of New Brunswick

Sareh Pouryousefi University of Toronto

Pat Werhane DePaul U. and U. of Virginia

#### **Faculty Mentors**

**Dorothea Baur** University of St. Gallen **Thomas Beschorner** University of St. Gallen **Norm Bowie** University of Minnesota Joanne Ciulla University of Richmond Richard DeGeorge University of Kansas

Joe Desjardins

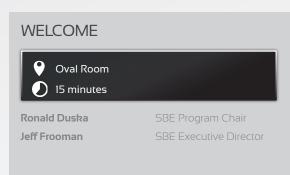
John Dienhart University of Seattle

Ron Duska Duska Ethics Consulting Kenneth Goodpaster University of St. Thomas Daryl Koehn University of St. Thomas

**Bob Krug** St. Joseph's College **Rob Phillips** University of Richmond Gina Wolfe Dominican University

FRIDAY, AUGUST 3

1:00pm 1:15pm 2:30pm





FRIDAY, AUGUST 3

2:45pm 4:00pm

#### **CONCURRENT SESSION 1**



1 hour 15 minutes

#### Moral Imagination et. al.



#### Oval Room

Chai

Patricia Werhane DePaul Univers

Moral Imagination and Managerial

Decision-Making: A Vygotskian Alternative

**David E Ohreen** Mount Royal University

The Social Construction of Proof

Barry M Mitnick University of Pittsburgh

**Robert C Ryan** University of Pittsburgh

Employee Deviance and Silence as Reactions to

Psychological Contract Breach:

The Moderating Role of Ethical Climate Perception

Yau-De Wang National Chiao Tung U

#### **Business Ethics Education**



#### St. James Room

Chai

Cynthia Clark Bentley University

Ethical Darkness Made Visible:

Using Michael Moore's Roger and Me in the

**Business Ethics Classroom** 

Daryl Koehn University of St. Thomas

Facilitating Embodied Learning in Business Ethics Education: The Use of Relational Sculptures

**Sheldene Simola** Trent University

Teaching Business Ethics through Strategically

Integrated Micro-insertions

Alesia Slocum St. Louis University

Sylvia Rohlfer U. Complutense de

Madrid

Cesar Gonzalez-Canton U. Complutense de

Madrid

# Emerging Scholars (Session 1)



#### Copley Room

Chai

**Lindsay Thompson** Johns Hopkins U

Anyone Can Be Angry, That's Easy:

A Normative Account of Anti-Corporate Anger

Jennifer Lynn Kiefer Fenton Marquette University

Out of Control:

How Visceral Factors Affect Ethical Decision Making

Kai Chi YamU. of WashingtorScott ReynoldsU. of Washingtor

When Good Words Lead People to Do Bad Things: How Framing Effects the Semantic Memory When Constructing Moral Judgments Towards Illegal Music Downloading Behaviors

Tracy Nicole Rank Rutgers Universit

Beyond Good And Evil? Analyzing Moral Decision-Making In Mainstream Video Games

**Thorsten Busch** University of St. Gallen

offee Break in Venetian Room

FRIDAY, AUGUST 3

#### 4:15pm

#### **CONCURRENT SESSION 2**



1 hour 15 minutes

Beyond Stakeholder Management and CSR: Does Benefit Corporation Legislation Signal a Fundamental Transformation of the Corporate Form?



#### Oval Room

Chair

**David Steingard** Saint Joseph's University

Panelists

 Pedro Arrupe
 Center for Business Ethics

 William Clark
 Drinker Biddle ⊕ Reath LLF

Bart Houlahan B Lat

**Regina Robson** Saint Joseph's University

#### Leadership



#### Venetian Room

Chair

Joanne Ciulla University of Richmond

Leadership and the Three Faces of Integrity

**David Bauman** Regis University

Ethical Leadership: Which Virtues? Whose Social Responsibility?

Alan A. Preti Rosemont College

Who Leads?

Wayne Eastman Rutgers University

#### **Environmental Responsibility**



#### Copley Room

Cha

Thomas White Loyola Marymount U

Agribusiness, Genetically Modified Foods, and the Consumer's Right to Know

Samuel V. Bruton U. of Southern Mississippi

Sustainable Development in Management Thinking: A Review of Past Contributions, Present Challenges and Future Directions

Arturo Briseno EGADE Business School

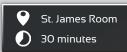
Promoting Corporate Environmental Responsibility: A Heideggerian Response To 'Payoff' Arguments

Mollie Painter-MorlandDe Paul UniversityRene ten BosRadboud University

FRIDAY, AUGUST 3

# 5:45pm

#### **POSTER SESSION**



Chair

Jeff Frooman

University of New Brunswick

Do Socially Responsible Corporations Influence Their Employees To Be More Socially Responsible Citizens?

Mohammed Alsuwaidi

Rutaers University

Factors Determining Unethical Business Decision Making

Jay Kennedy

Jniversity of Cincinnati

The Power of Apology: Making Amends at the Workplace

Tae Wan Kim

University of Pennsylvania

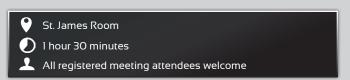
Why the #\$6% Don't They Trust?

The Relationship between Incivility and Trust

**Livia Levine** University of Pennsylvania

## 6:00pm

# RECEPTION HONORING EDITORS AND PUBLISHERS



SATURDAY, AUGUST 4

6:45am 7:45am 9:00am

Continental Breakfast in Venetian Room

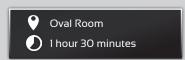
**CONCURRENT SESSION 3** 1 hours 15 minutes Corporate Agency Globalization Oval Room Copley Room **David Zaring** John Dienhart Anatomy of the Mining Scam Global Business Self-Regulation: Responsible Care Global Charter, Jeff Frooman An Institutional Approach Sareh Pouryousefi Laura Albareda Angela Wisniewski The Necessity of Supranational Governance: The Case of Apple in Asia and the ,Success Turn' David R Keller In Organization Studies Geoff Moore Globalization, Moral Diversity, and the International Manager If You Tickle Us .... How Corporations Can Manuel Velasquez Be Moral Agents Without Being Persons Kendy Michelle Hess Catholic Social Teaching St. James Room Ken Goodpaster How Can A Specific Stakeholder Management Theory Based On The Common Good Principle Be Compatible With Catholic Social Thought? Gianfranco Rusconi Bergamo University Managerial Ethos: A Catholic Social Teaching Perspective Domenec Mele Alejandro Moreno Salamanca A Framework for A Catholic-Centered Angelo Carlo Carrascoso

**Coffee Break** in Venetian Room

SATURDAY, AUGUST 4

9:15am 10:45am 11:00am

#### PLENARY SESSION 2



#### Richard DeGeorge Festschrift

Pat Werhane

Norman Bowie

Tom Donaldson

Georges Enderle

Notre Dame

Michael Hoffman Bentley

#### **CONCURRENT SESSION 4**



1 hour 15 minutes

#### Post Modernist Considerations



Oval Room

Ghislain

Deslandes

Moral Dimensions of Empowerment and

Dis-empowerment in Post-Modern

Thomas

Diefenbach

Why Do Corporate Actors Engage in Pro-Social Behavior? A Bourdieusian Perspective on Corporate Social Responsibility

Dominik van Aaken

.**offee Break** in Venetian Room

Violetta N. A.

Splitter David Seidl

Ethics as an Instituting Force: Organizational Boundaries and Institutional Implications of Ethics'

Mar Pérezts

Jean-Philippe Bouilloud

et Métiers (CNAM)

# Stakeholder Management



St. James Room

Mladen Pecujlija U. of Novi Sad

Function: Stakeholder Capability in the Value Creation Process

Elisabet Garriga EADA Business School

Leaning Into the Wind: Adversity, Stakeholder Management, and Organizational Resilience

Megan Hess

Jared Harris

Morela Hernandez

Good Faith: Addressing the Open

Cedric E. Dawkins

#### **Emerging Scholars** (Session 2)



Copley Room

Norm Bowie

Business as a Profession

Sareh Pouryousefi U. of Toronto

Effects of Sustainability-oriented Incentive Systems on Employee Behavior

Robert Huber

Complicit or Catalyst: the role of Multinational Corporations in Human Rights

Akiko Shigemoto

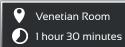
What if Treating Stakeholders Fairly

Adrian Keevil

SATURDAY, AUGUST 4

12:30pm

## PRESIDENTIAL ADDRESS AND AWARDS LUNCHEON



Tickets must be purchased in advance.

Global Justice and International Business

**Denis Arnold** University of North Carolina, Charlotte

SATURDAY, AUGUST 4

**CONCURRENT SESSION 5** 

2:15pm 3:30pm

# 1 hour 15 minutes

# Virtues and the Common Good in Business Ethics

# Oval Room

Chair

Alejo Jose Sison University of Navarre

**Panelists** 

**Ignacio Ferrero** IESE, University of Navarr

Gregory R. Beabout Saint Louis University
Claus Dierksmeier Stonehill College

Christopher Michaelson

#### **Business Ethics**

St. James Room

Chair

**Kevin Gibson** Marquette University

The Origins of Business Ethics

and their Significance in Today's Society

Michio Hagihra Yamashiro Management

Assessing the Pluralistic Nature of Business Ethics: Developing the Ethical Traditions Scale

Yoseline Katherine Leunens

Université de Montréa

The Study of Function of Engineer Professional Associations and Ethical Regulation in Science-and-Technology Governance

Taku Hirano

Tokyo Institute of

Shuzo Fujimura

Tokyo Institute of Technology

#### Spirituality



Copley Room

Chai

Carlo Carrascoso U. of Redlands

Spirituality Incorporated: A Rawlsian Argument for Including Spirituality in Business

Matthew Emmet Brophy High Point University

The Moderating Effect of Religiosity and Moral Courage on Ethical Decision Making

Randi L. SimsNova Southeastern U.George D. BinghamNova Southeastern U.

Barriers to Organizational Virtue and Effectiveness in the Arab World

Jon Barton Thornberry American U. of Beirut

SATURDAY, AUGUST 4

#### 3:45pm

#### **CONCURRENT SESSION 6**



hour 15 minutes

#### Revolutionizing Business Ethics Pedagogy



St. James Room

Chair

**Lori Verstegen Ryan** San Diego State Universit

**Panelists** 

**John Hasnas** Georgetown University

The Principles Approach

Peter Jaworski Georgetown University

The Business Project

**Jason Brennan** Georgetown University

he Ethics Project

#### Friedman, Competition and Trust



Copley Room

Chair

Sam Bruton University of

Southern Mississippi TBA

Reconciling Competition and Morality

**Adam D. Bailey**Black Hills State University

Mirror, Mirror on the Wall: Applying Milton Friedman's Standard of

Corporate Social Responsibility to Wall Street

Michael A. Santoro Rutgers University

Ronald J Strauss Montclair State University

Trust And Moral Foundations in the Economic Order: Thinking

Through Fukuyama's Trust: The Social Virtues and the

Creation of Prosperity

Marc A Cohen Seattle University

#### **Politics**



Commonwealth (downstairs) Room

Chair

Waheed Hussain U. of Pennsylvania

Corporate Political Advocacy: Exploring A New Phenomenon

Dorothea BaurUniversity of St. GallenFlorian WettsteinUniversity of St. Gallen

A Critical Analysis Of How The Academic Discourse On High

Frequency Trading Should Influence Public Policy

Emilio MartiUniversity of ZurichAndreas SchererUniversity of Zurich

The Status of the Corporate Citizen—Reshaping Corporate Citizenship Understanding from a Political Point of View

Michael S. Asslaender

International Graduate

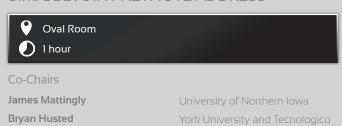
School Zittau

Janina Curbach University Regensburg

SATURDAY, AUGUST 4

## 5:30pm

#### SIM/SBE JOINT KEYNOTE ADDRESS



de Monterrey

The Fund-Manager Value Revolution: How Institutional Investors Hijacked Shareholder Value

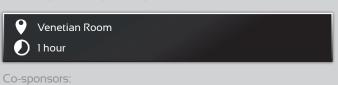
Frank Dobbin Harvard University

# 6:30pm

#### **KEYNOTE RECEPTION**

Society for Business Ethics

Social Issues in Management Division of AOM



SUNDAY, AUGUST 5

6:45am 8:00am 9:15am

#### **CONCURRENT SESSION 7**

0

1 hour 15 minutes

#### Science and Technology



Oval Room

Chai

David Silver

U of British Columbia

Neuroscience Research and Ethical Leadership: Insights from an Advanced Neurological Micro Foundation

Christian Voegtlin

University of Zuric

Ina Maria Kaufmann University of Zurich

Areas of Privacy in Facebook—

Expectations and Value

Katherina Glac Dawn R. Elm

U. of St. Thomas

Kirsten Martin

**Continental Breakfast** in Venetian Room

George Washington U

Tracking Versus Targeting Online:
What Influences Privacy Expectations of
Users Online

Kirsten Martin George Washington

# Business Ethics Education and Training



St. James Room

Chair

Kendy Hess

Holy Cross College

Deepwater: A Computer-based Business Ethics Simulation Game

Wayne Floyd

Eastern Connecticu

State U

Behavior Or Concepts: What Is Being Taught And Assessed In Business Ethics Classes?

**Howard Harris** 

J. of South Australia

Aise Kim Libby Hobson

U. of South Australi

Erich C Fein

U. of South Australia

Investing In Business Ethics Training and Support Systems as Strategic Human Resource Practice

Margaret McKee

Saint Mary's U.

Wendy Carroll

U of Prince Edward

ISIAIIU

Cathy Driscoll

Saint Mary's II

Terry Wager

Jail It Ivial y S C

#### Institutional Practices



Copley Room

Chair

Darline Augustine

Baruch College

Features and Challenges of the "Social Business" Model: Lessons from

Microfinance

Marek Hudon

Université Libre de

Bruxelles

Joakim Sandberg

U. of Gothenburg

A Critique of the Institution-Practice Dichotomy from a Theory of Personal Action in Societal Institutions

Javier Aranzadi

Universidad
Autónoma de

Reintegrating Ethics and Institutional

Theories

Richard P. Nielsen

Boston College

Felipe G. Massa

Boston College

# Educating For Ethical Maturity: A Developmental Approach

### •

Commonwealth Room (downstairs)

Chail

Catharyn A. Baird

Regis University

Panelists

Donald Mayer

University of Denve

Joseph A. Petrick

Vright State U.

SUNDAY, AUGUST 5

9:30am 10:45am

#### **CONCURRENT SESSION 8**



1 hour 15 minutes

#### European Disunion:

The Ethical, Financial, Managerial, and Social Implications of the Ongoing European Financial Crisis



**Oval Room** 

Chair

William Edward St. E

Martello

Sigurgeir "Ziggy"

Jónsson

Richard Nielsen

Ben Wempe

Corporate Social Responsibility 1



St. James Room

Chai

Jegoo Lee U. of South Florid

A Study of Strategic CSR and Bop Business Practice from the Perspective of Organizational Sustainability

**Junichi Mizuo** Surugadai Universit

Strategic CSR: The Battle for Legitimacy and

Reputation

 Irene Pollach
 Aarhus University

 Anne Ellerup Nielsen
 Aarhus University

 Bo Laursen
 Aarhus University

 Christa Thomasen
 Aarhus University

 Leila Trapp
 Aarhus University

 Line Schmeltz
 Aarhus University

 Poul Erik Jørgensen
 Aarhus University

Organizational Identity Orientation and the Adoption of Corporate Social Responsibility: Symbolic, Selective, or Substantial?

Christopher WickertU. of LausanneAntonino VaccaroUniversity of NavarraSophia KusykUniversity of Navarra

#### Emerging Scholars (Session 3)



Copley Room

Cha

Patricia Werhane DePaul University

Tensions of Corporate Social Responsibility

Robert Gavin Strand Copenhagen Busines

Schoo

Do Employee-Owned Firms Manage Their Internal and External Stakeholders More Responsibly than non Employee-Owned Firms?

Anne-Laure Winkler Rutgers Univ

The Pragmatics of Managerial Deliberation and the Political Imperative to Provide Goods

Gastón de los Reyes U. of Pennsylvar

Managing People Within Organizations: A Catholic Social Teaching Perspective

Alejandro Moreno University of Nava

Salamanca

Negotiating Ethically: The Ethics of Negotiation

Marc-Charles Ingerson Brigham Young U.

Coffee Break in Venetian Room

SUNDAY, AUGUST 5

#### 11:00am

Alejo Jose Sison

Joan Fontrodona

#### **CONCURRENT SESSION 9** 1 hour 15 minutes A Public Role for Private Capital Stakeholders Oval Room Copley Room Nien-hê Hsieh **Thomas Beschorner** Talk Isn't Cheap: Moral Messaging Tactics Used in Content of Dorothea Baur Johnathan K. Nelson George Brenkert Georgetown University Stephen J. Zaccaro George Mason University Peter Jaworski Jeffrey Moriarty Proactive Stakeholder Practices: A Multiple Case Study Approach **Epistemic and Theoretical** Mohammad Abbas Ali New York Institute of Technology St. James Room Recognition of Moral Issues in the Business Environment by Israeli Managers Arie Reshef Keith Diener Epistemic Virtues in Business Boudewijn de Bruin Morality and Self-interest: A Kantian View of how the Twain Meet Wim Dubbink Participating in the Common Good of the Firm

University of Navarra

SUNDAY, AUGUST 5

12:30pm

2:00pm

3:15pm

#### BUSINESS ETHICS QUARTERLY EDITORIAL BOARD LUNCHEON



Chair

Denis Arnold

University of North Carolina, Charlotte

#### **CONCURRENT SESSION 10**

0

1 hour 15 minutes

Historic Corporate
Social Responsibility:
How Does a Corporation
Deal With an
Inconvenient Past?

Oval Room

- Ovaritos

Organizer

**Judith Schrempf** U. of Richmond

Chair

Robert A. Phillips U. of Richmond

Discussant

Andrew Crane York University

Panelists

Bobby Banerjee

U. of Western

Ryan Burg Mosco

School of Economics

**Judith Schrempf** U. of Richmond **Florian Wettstein** U. of St. Gallen

Financial Issues

St. James Room

Chair

Bob Krug

St. Joseph's

Yau-De Wang

National Chiao Tung U.

New Institutional Economic Approaches to Financialization: A New Paradigm for Ethical Analysis of Finance

Charles Arthur McDaniel Baylor University

McDaniel

Righting Others' Wrongs: A Critical Look at Clawbacks in Madoff-Type Ponzi Schemes and Other Frauds

Amy Sepinwall U. of Pennsylvar

Priming the Pump for Change: Leveraging the UN PRME for Catalytic Outcomes

Timothy Keane Saint Louis U.

James A.F. Stoner Fordham U.

Nitsh Singh Saint Louis U.

Cases

Copley Room

Chair

**Gerald F.** University of **Cavanagh** Detroit Merc

Livable Cities: The Moral Measure of Urban Century Wealth

Lindsay J. M. Thompson Johns Hopkins University

The Federal Aviation Administration and the Ethical Dimensions of Regulatory Capture

Elizabeth A. Hoppe Lewis University

From Beyond Petroleum to Beyond Integrity? A Case Study in BP's "Green Narratives"

Sabine Matejek Bader

Wuerttemberg Cooperative State University (DHBW)

Tobias Gößling

ilburg U.

**Coffee Break** in Venetian Room

SUNDAY, AUGUST 5

4:45pm 3:30pm

#### **CONCURRENT SESSION 11**



1 hour 15 minutes

#### Corporate Social Responsibility 2



Oval Room

Florian Wettstein

The Implementation of Corporate Social Responsibility: The Case of the UN Global Compact

Stefan Schembera

CSR: Ineffective and Counterproductive

Sandra Lynn Reiter

Work Context and Malleable Ethical Fortitude in Entry-Level Managers: Evidence from a Stakeholder Salience Approach

Steven A Samaras

#### Global and Corruption



St. James Room

Mollie Painter Moreland

Role of Employees' Participation and Organizational Identification in Corporate Sustainability: an Investigation in South Asia

Omer Faroog

Mariam Farooq

Institutional Maturity In Brazil: Applying Statistical Quality Control Techniques to the Measurement of Corruption Levels

Joao Neiva de Figueiredo

The Emotion-Evoked Collective Corruption Model

Kristin Smith-Crowe Danielle Warren

#### Miscellaneous



Copley Room

**Bryan Husted** 

Business, Human Rights, and Due Diligence:

The Case of Human Trafficking

Harry J. Van Buren III

Michelle Westermann-

Behaylo

From Personal Troubles to Institutionalised Expressions of Compassion: A Study of Charity Shop Volunteers in the UK

Ruben Flores

Certifying Ethical Organizations:

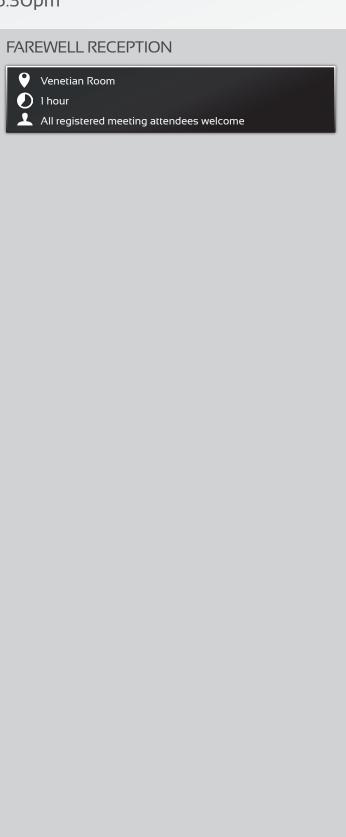
**Denis Collins** 

**Coffee Break** in Venetian Room

SUNDAY, AUGUST 5

# 5:00pm SBE BUSINESS MEETING AND OPEN PANEL WITH THE BOARD Oval Room 1 hour 15 minutes Jeff Frooman University of New Brunswick

# 6:30pm



### 2012 ANNUAL MEETING AWARD RECIPTIENTS

## Best Conference Paper

"Promoting Corporate Environmental Responsibility: A Heideggerian Response to 'Payoff' Reasoning"

Mollie Painter-Morland

Rene' ten Bos

DePaul University Radboud University

#### Best Dissertation

"The CEO Effect: A Longitudinal, Multi-level Analysis of the Relationship Between Executive Orientation and Corporate Social Strategy"

Daina Mazutis

University of Western Ontario

## BEQ Best Paper

Winner

Jeffery Smith and Wim Dubbink, "Understanding the Role of Moral Principles in Business Ethics: A Kantian Perspective," Business Ethics Quarterly 21 (2), 205-231.

**Finalist** 

Marc Orlitzky, "Institutional Logics in the Study of Organizations: The Social Construction of the Relationship between Corporate Social and Financial Performance," Business Ethics Quarterly 21 (3), 409-444.

**Finalist** 

Sean T. Hannah, Bruce J. Avolio, and Fred O. Walumbwa, "Relationships Between Authentic Leadership, Moral Courage, and Ethical and Pro-Social Behaviors," Business Ethics Quarterly 21 (4), 555-578.

#### **AWARD RECIPTIENTS**

### Best BEQ Reviewer

Scott J. Reynolds

University of Washington

#### Founders' Awards

Busch, Thorsten University of St. Gallen

Fenton, Jennifer Kiefer Marquette University

Huber, Robert Bundeswehr University

Ingerson, Marc-Charles Brigham Young University

Keevil, Adrian University of Virginia

Pouryousefi, Sareh University of Toronto

Rank, Tracy Nicole Rutgers University

Salamanca, Alejandro Moreno IESE Business School

Shigemoto, Akiko Rutgers University

de los Reyes, Gaston University of Pennsylvania

Strand, Robert Gavin University of Copenhagen

Winkler, Anne-Laure Pelisssier Rutgers University

Yam, Kai Chi University of Washington



## 2012 ANNUAL MEETING THANK YOUS

The Society for Business Ethics would like to thank the following sponsoring organizations for their generous contributions to this annual meeting:

Boston University, School of Management

Darden School of Business, University of Virginia

DePaul University

Institute for Corporate Responsibility, George Washington University

Wharton School of Business, University of Pennsylvania

Social Issues in Management Division, Academy of Management

#### Committees (\*chair)

Rock	Conference	-0

Paper

Joanne Ciulla

Joe Desjardins

Bryan Husted\*

University of Richmond

College of St. Benedict and St. John's University

York University & Tecnológico de Monterrey

**Best Dissertation** 

Arno Kourula

Niki den Nieuwenboer

Andreas Rasche

Scott Sonenshein\*

Stanford University

Santa Clara University

University of Warwick

Rice University

**BEQ Best Paper** 

Bruce Barry

Jerry Goodstein

Alan Strudler

Vanderbilt University

Washington State University—Vancouver

University of Pennsylvania

## **2012 ANNUAL MEETING** THANK YOUS

#### Committees continued (\*chair)

Lifetime Achievement (service and scholarship)

Denis Arnold Joanne Ciulla\* Joe Desjardins Ron Duska Bryan Husted

University of North Carolina Charlotte University of Richmond \*

College of St. Benedict and St. John's University

Duska Business Ethics Consulting

York University & Tecnológico de Monterrey

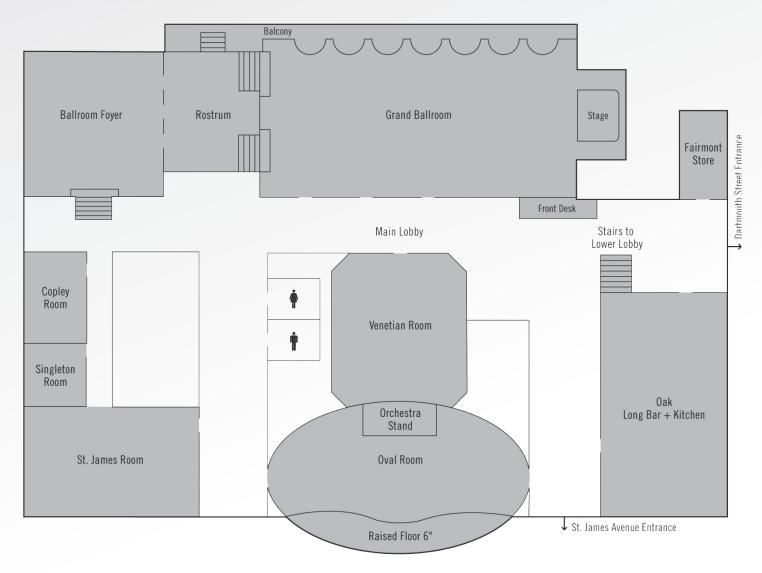
Founders' Awards

Norman Bowie Richard DeGeorge Lindsey Thompson Patricia Werhane\*

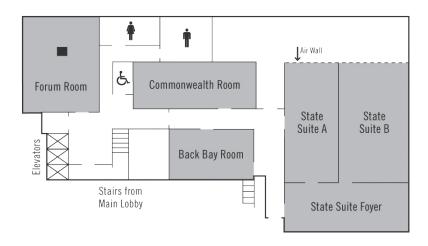
University of Minnesota University of Kansas Johns Hopkins University University of Virginia

HOTEL MAP

#### MAIN LOBBY LEVEL



#### LOWER LOBBY LEVEL



# **2012 ANNUAL MEETING**NOTES