THE NETWORK RESEARCHERS' NETWORK

A Social Network Analysis of the IMP Group 1984-2006

Stephan C. Henneberg

Zhizhong Jiang

Peter Naudé

Manchester Business School University of Manchester

August 2007

Corresponding Author: Stephan C. Henneberg, Manchester Business School, University of

Manchester, Booth Street West, Manchester, M15 6PB, UK, Tel.: 44-(0)161-3063463, Email: stephan.henneberg@mbs.ac.uk

THE NETWORK RESEARCHERS' NETWORK

A Social Network Analysis of the IMP Group 1985-2006

Abstract

The Industrial Marketing and Purchasing (IMP) Group is a network of academic researchers working in the area of business-to-business marketing. The group meets every year to discuss and exchange ideas, with a conference having been held every year since 1984 (there was no meeting in 1987). In this paper, based upon the papers presented at the 22 conferences held to date, we undertake a Social Network Analysis in order to examine the degree of co-publishing that has taken place between this group of researchers. We identify the different components in this database, and examine the large main components in some detail. The egonets of three of the original 'founding fathers' are examined in detail, and we draw comparisons as to how their publishing strategies vary. Finally, the paper draws some more general conclusions as to the insights that SNA can bring to those working within business-to-business marketing.

Keywords

Social Network Analysis, Business Network, IMP Group

Acknowledgements

The authors would like to thank Professors Martin Everett of the University of Greenwich and Richard Vidgen of the University of Bath for their help in commenting upon earlier aspects and drafts of this research.

THE NETWORK RESEARCHERS' NETWORK

A Social Network Analysis of the IMP Group 1985-2006

Networks seem to be everywhere. The importance of networks has been linked to the fabric of society itself (Kilduff and Tsai, 2003; Knox et al., 2006). Some authors claim that interactions with other individuals or organisations and the resulting embeddedness in structures of interlinked and web-like relationships are a dominant characteristic of modern life (Castells, 2000; Bauman, 2005). The same can be assumed of research communities: scholars are themselves held in a social network which they impact on and by which they are impacted upon. Such academics are not autonomous and self-guiding actors, but work within a social world (Bourdieu, 2004).

The challenge is therefore to understand academic knowledge-creation as a network, by uncovering the structures of the networks around academic activities (Bourdieu, 1990). These structures of social networks can be understood as 'fields of power' which influence knowledge and cultural production (Bourdieu, 1993). Therefore, following a 'social constructivist' view of scientific knowledge creation (Pinch and Bijker, 1984), we posit that analysing issues of 'content', 'output', or 'performance' of an academic network must start by focusing on its structure (Newman et al., 2003; Piselli, 2007). As Kilduff and Tsai have observed: "the network of relationships within which we are embedded may have important consequences for the success or failure of our projects" (2003:1-2). To understand the knowledge creation environment of one specific group of researchers, i.e. those of the Industrial Marketing &

Purchasing (IMP) Group, we will analyse the developing network characteristics of their conference paper co-authorships. Co-authorship is used over other possible relationship traits (e.g. citation, employed research theory or method; Cote et al., 1991; Robinson and Adier, 1981) because it implies a social bond (Eaton et al., 1999; Liu et al., 2005; Acedo et al., 2006; van der Merwe et al., 2007). Using the IMP Group as the focus of a network analysis is poignant in itself, as the academics who are loosely associated with this group can be characterised by their shared belief that issues of 'interactions', 'relationships', and 'networks' best characterise business-to-business exchanges (Ford and Hakansson, 2006). We use other networks of other groups of researchers as a reference point to discuss the specificity of the IMP Group network. We therefore add to and extend the work done in this field by Morlacchi, Wilkinson and Young (2005). However, our analysis is also meant to exemplify the method of Social Network Analysis (SNA) as an important tool for the analysis of organisational interactions and relationships.

Using co-authorship patterns as the unit of analysis for characterising network structures points to its (mainly) intentional character. As Vidgen, Henneberg and Naudé (2007) have pointed out: "While the option to co-publish [...] (instead of not publishing or publishing solipsistically) may be a function of serendipity, planning, co-incidence, etc., the decision to do so is that of human agency." (p. 5, emphasis in original). In analysing the patterns of co-authorship, we will cover the whole time period of the formal existence of the IMP Group, from the beginning in 1984 through to 2006. We therefore use a longitudinal view of discreet datapoints (i.e. annual conferences) which represents the totality of all papers presented at the annual IMP Conference (and we thereby delineate artificially network boundaries). Papers presented at the Asia IMP conferences in 2002 and 2005 are excluded from our dataset. In order to understand the

community of network researchers better, we ask what insights a social network analysis provides about the morphology and development of the network in terms of power, sub-groups, cliques, or structural holes, in order to understand how knowledge in the area of business networks has come about.

We try to understand more specifically the following research objectives:

- How coherent is the IMP group community? Are there dominant components within the group? Does it show 'small world' characteristics?
- Is there a 'centre' around which, or from which, knowledge (and hence we might hypothesise, research strategy), is pushed out, or does the structure reflect a more random process?
- What are the 'collaboration strategies' of core individuals in the IMP group? Are these based on 'weak' or 'strong' ties?
- *How can SNA be used by the IMP group?*

In the following section, we initially introduce and clarify the concept of social networks as well as the research method used, specifically how we deploy it for our analysis. We describe the growth of the IMP Group since its first meeting in 1984, examining the total number of papers and the percentage that are co-authored. From this set, the main component it extracted and examined. A number of individual-level centrality measures are given for the 50 most active co-authors in the database, and we then identify the main component based on strong ties. Finally, we compare the egonets of three of the 'founding fathers' of the IMP Group, drawing conclusions as to how their publishing strategy has varied. The paper ends with a discussion of the insights that SNA has given us, and briefly looks at the role that this type of techniques holds for researchers in the are of b2b marketing more generally.

Social Networks and Social Network Analysis

Academic work is characterised by knowledge exchanges and interactions, i.e. it is a social process. The consumption of knowledge is necessarily a joint endeavour involving both creator and consumer. However, so too the creation of knowledge is often a joint process, involving multiple scholars. In fact, any perusal of refereed journal articles shows the majority of work to be co-authored (Newman, 2001). While this tendency to multi-authored papers is strongest in the natural sciences, it has also become the norm in social sciences and the humanities. The way in which the various authors interact in working to submit such conjoined work is therefore of some importance for the process of knowledge production itself (Bourdieu, 2004). The kind of structures and ties which develop consequently shape specific disciplines of academic work (Cross et al., 2001; Morlacchi et al., 2005). While anthropological enquiries are often used to get to grips with this question (Latour and Woolgar, 1986), we employ Social Network Analysis (SNA) to understand the governing principles of interactions in the IMP Group. Social networks and their structuralist analysis have been used in sociology and anthropology (Degenne and Forse, 1994; Wasserman and Faust, 1994; Berry et al., 2004; Moody, 2004) but have recently also been adopted in adjacent disciplines to analyse citation and co-publication patterns (Newman et al., 2003; Watts, 2004; Liu et al., 2005), e.g. in the broad area of management studies (Eaton et al., 1999; Morlacchi et al., 2005; Oh et al., 2005; Acedo et al., 2006; Carter et al., 2007, Vidgen et al, 2007).

The use of SNA allows us to analyse co-authorship networks in a systemic and formalised way "by mapping and analysing relationships among people, teams, departments or even entire organisations" (Cross et al., 2001:103) with an interdependent web of actors and their actions

(Wasserman and Faust, 1994). We are initially interested in the shape, size, and characteristics of the network 'as it is', i.e. examining its overall morphology, before looking at individual level analyses (ego-nets).

Research Method and Design

SNA comprises a broad range of cross disciplinary tools. This is linked to its historical development as emanating from a diverse range of academic disciplines, most notably from *Gestalt* theory, group dynamics, graph theory and anthropology (Scott, 2000; Berry *et al.*, 2004; Knox et al., 2006; Piselli, 2007). In general, SNA can be defined as a structured way of analysing relationships within groups (Cross *et al.*, 2002) by providing "*a rich and systemic means of assessing information networks by mapping and analysing relationships among people, teams, departments, or even entire organisations*" (Cross *et al.*, 2001:103). SNA uses two main constructs: 'nodes' and 'linkages' in any network, with nodes representing data points (in our analysis these are authors), and the linkages characterising connectivity between the nodes (in our case, the linkage is evidence of two or more nodes being connected through having published work jointly in one of the IMP conferences).

Based on these two constructs, social networks can be analysed in many different ways, using ever more complex metrices. On the simplest level, the number of linkages between nodes represents the cohesiveness of the network as well as the notion of tie strength: if A has coauthored work with B, and also with C, then within a SNA there must be linkages between A and B and also between A and C. However, if A has written four papers with B but only one with C, then clearly the strength ('value') of the tie between A and B is stronger than that with C (see

analysis below). Network density can provide an initial understanding of network characteristics or performance: Reagans and Zuckerman (2001) found in a study of corporate R&D teams that network productivity is related the average strength of the relationship among team members. However, they also found that the heterogeneity within a network, in this case relationships within any team which go beyond normal organisational boundaries, has positive performance impact. For SNA analyses of jointly published work Newman (2001) surveyed a range of academic subjects and demonstrates that many research networks form 'small worlds' of closely knit clusters of collaborating authors (Watts, 1999). Cross *et al* (2001) look at the productivity of such clusters with the result that some are much more productive and/or influential than others. Longitudinal studies of the evolution of social co-publication networks found that while many networks were growing over time, the average distance between any two players in fact decreases, in line with 'small world' characteristics (Barabási et al., 2002; Moody, 2004; Morlacchi et al., 2005).

The IMP Conference data

The data source for our SNA was the proceedings of the annual IMP conferences from 1984 through 2006 (22 years). These were transformed into an IMP input database containing relevant information about nodes and linkages. Our unit of analysis is the co-authored conference paper, i.e. any IMP conference paper with two or more authors. The relationships (linkages) in the IMP data are *non-directional* and *valued*. A directional network would be appropriate when mapping friendship, for example, where person A identifies person B as a friend but person B does not reciprocally identify person A. However, co-authorship does not say anything about the direction of a relationship. Dichotomous relationships simply represent the presence or absence of a

relationship, but do not assess the strength of the tie. The IMP data is valued as we use the frequency of co-authorship occurrences, with the implication that the higher the value then the stronger the tie between those actors (Granovetter, 1985). We therefore are able to use SNA methods which support valued ties (some SNA routines only work on non-valued data).

The UCINET and Pajek programmes are used for the SNA, together with the NetDraw programme for network visualization (see the websites www.analytictech.com, and vlado.fmf.uni-lj.si/pub/networks/pajek/). We used visual inspection of the data to identify and correct a number of miscodings in the original data entry (these were mostly misspellings of author name or inconsistency of author name representation such as the treatment of middle initials). As these numbers are only based on IMP conference co-authorship, it maybe that authors who do not appear in our dataset have published together in other journals. However, as the IMP conference is the most important forum for conference papers on business networks, we are confident that we cover the main structural relationships of the network researchers' network.

Analysis and Findings

The development of the IMP community from 1984 through to 2006 is shown in Table 1. The *size* of the network is given by the number of actors, in this case the overall number of papers as well as the percentage of co-authored ones. The IMP input database which included the base data set for the social network analysis contains 2172 conference papers. Of these, 827 are by single authors, resulting in a population of 1345 co-authored research papers (61.9 per cent overall, varying between 27.5 to 76.2 per cent by year).

Year	Conference	No. of conference papers	No. of co-authored papers	Percentage
1984	1 st IMP	20	11	55.0%
1985	2 nd IMP	40	11	27.5%
1986	3 rd IMP	38	18	47.4%
1988	4 th IMP	30	9	30.0%
1989	5 th IMP	40	19	47.5%
1990	6 th IMP	55	29	52.7%
1991	7 th IMP	62	34	54.8%
1992	8 th IMP	68	39	57.4%
1993	9 th IMP	90	45	50.0%
1994	10 th IMP	102	58	56.9%
1995	11 th IMP	71	42	59.2%
1996	12 th IMP	84	58	69.0%
1997	13 th IMP	115	58	50.4%
1998	14 th IMP	108	67	62.0%
1999	15 th IMP	215	143	66.5%
2000	16 th IMP	113	76	67.3%
2001	17 th IMP	143	89	62.2%
2002	18 th IMP	139	84	60.4%
2003	19 th IMP	172	119	69.2%
2004	20 th IMP	124	77	62.1%
2005	21 st IMP	133	99	74.4%
2006	22 nd IMP	210	160	76.2%

Table 1: Overview IMP Conference Papers 1984-2006

While overall size (in terms of papers) has fluctuated somewhat, co-authorship has tended to increase over time (with 1985 and 1988 being outliers). In order to assess the relationship between number of papers presented at a conference and the probability that a paper is co-authored, we ran a linear regression model. Figure 1 shows that the more papers are submitted, the higher the percentage of co-authored papers, in line with findings co-authorship networks of management and organizational behaviour researchers (Acedo et al., 2006). In the case of the IMP group, this may be due to the fact that there are only a limited number of scholars working within the 'core paradigm' of interaction, relationships, and networks. Therefore, in order to increase their productivity, they tend to rely on synergies through collaborative research and publications. Other proposed reasons, i.e. the increase in quantitative studies, may be less

important for the IMP group as it is dominated by qualitative studies (Ford and Hakansson, 2006).

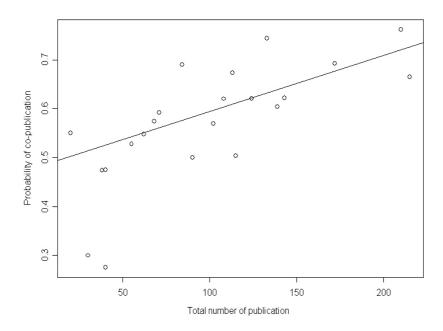


Figure 1: Relationship between percentage of co-authored papers in conference (Prob) and overall number of papers in conference (PaperNo); [Prob = 0.4799 + 0.0011*PaperNo, R² = 0.526]

We found that the average number of co-publications per author was 1.92 over the 22 year period, with a standard deviation of 3.12. The maximum number of co-authored papers by any one member was 32 by WILK. The average number of authors with whom another author has collaborated in producing co-published papers is = 2.17. The maximum of people who any one actor had co-authored with was 28 in the case of JOHN1 - this being the definition of 'neighbourhood size' below. However, the IMP Group network is not fully connected. A number of subsets exist for which there are no paths between authors in one subset and authors in another

¹ Authors are identified in a list in the appendix.

subset (i.e. there exist different clusters or components). Wassermann and Faust (1994) refer to components of a network as a maximal connected subgraph, i.e. a path exists between all authors in the subgraph (all nodes are reachable) and there is no path between a node in the component and any node outside the component. The main component is the component with the largest number of actors. According to Table 2, by 2006 there were 1653 authors in the network who had publications, of which 1402 had co-published, with 723 in the main component. Note that this is a cumulative result. The fact that nearly half of all actors are in the main component is in line with results from other 'established' co-authorship networks (Newman, 2001; Liu et al., 2005).

Year	Conference	No. of actors in network	No. of actors in main component	Percentage	Density of main component	Diameter of main component
1984	1 st IMP	30	4	13.3%	0.6667	2
1985	2 nd IMP	70	7	10.0%	0.3810	3
1986	3 rd IMP	109	9	8.3%	0.2778	3
1988	4 th IMP	141	10	7.1%	0.2444	4
1989	5 th IMP	173	19	11.0%	0.1170	6
1990	6 th IMP	223	25	10.0%	0.0900	8
1991	7 th IMP	272	38	11.2%	0.0612	9
1992	8 th IMP	353	42	11.9%	0.0557	9
1993	9 th IMP	397	62	15.6%	0.0386	11
1994	10 th IMP	481	67	13.9%	0.0366	12
1995	11 th IMP	523	87	16.6%	0.0297	15
1996	12 th IMP	590	117	19.8%	0.0227	16
1997	13 th IMP	681	133	19.5%	0.0197	15
1998	14 th IMP	756	153	20.2%	0.0179	12
1999	15 th IMP	951	243	25.6%	0.0118	15
2000	16 th IMP	1018	274	26.9%	0.0108	14
2001	17 th IMP	1119	313	28.0%	0.0096	13
2002	18 th IMP	1185	339	28.6%	0.0093	13
2003	19 th IMP	1310	451	34.4%	0.0070	12
2004	20 th IMP	1390	558	40.1%	0.0057	20
2005	21 st IMP	1488	627	42.1%	0.0052	19
2006	22 nd IMP	1653	723	43.7%	0.0046	25

Table 2: Basic characteristics of IMP Conferences

The growth of the main component is also shown, as well as the proportion of the main component to the entire network. In 2006, nearly 44 per cent of all actors were part of the biggest component, an increase from around 10 per cent in the first 8 years of the conference. Density of the network refers to the number of connections between nodes. If there are no connections between any of the nodes in a network then density is zero. On the opposite extreme, if each node is connected to every other node, the density is one. Density quickly drops with time as relationships are added over the years, down to less than 1 per cent by 2006. The asymptotic convergence towards 0.0 indicates a sparsely connected network. The diameter of the network is the length of the largest geodesic distance between any pairs of nodes in a graph, with the geodesic distance being the shortest path between any two nodes (Wasserman and Faust, 1994). Hence, the diameter is the 'longest shortest' path between two nodes in a network. This is an informative measure because it provides an approximation of the time and effort it would take for information (e.g. the use of new concepts or research methods) to pass through the network. 'Small-worlds' (with a small diameter) are clearly more efficient in communication (Watts, 1999). The diameter of the main component by 2006 has reached 25. Similar to other research networks, this indicates that the IMP network is anything but small (Liu et al., 2005; Vidgen et al., 2007).

The following analysis will refer to the cumulative network as shown for 2006. Table 3 presents all components which have more than 7 actors. All other components, except for the main one, do indeed display small-world properties (diameters of 5 or lower). However, this can be a spurious phenomenon: if only one of the members of these smaller components co-authors a paper with an actor from the main component, the smaller component will be sub-merged into a

'large world' (and it is for this reason that networks will usually contain a single large component) (Newman, 2001; Watts, 2003; Vidgen et al., 2007).

Component	No. of actors	Density	Diameter
1	723	0.0046	25
2	13	0.2308	4
3	10	0.3111	2
4	10	0.2444	5
5	9	0.3056	4
6	8	0.4643	2
7	8	0.4286	2
8	8	0.2857	5
9	8	0.2857	4
10	8	0.2857	4

Table 3: Main Co-Authorship Component Characteristics (based on cumulative data)

Centrality measures

An ego analysis provides further insights into individual actors within the network. Table 4 shows a range of node-relevant measures of *centrality* for the top 50 members of the main component (i.e. the 723 actors identified in Table 3).

Degree centrality is a measure of the number of direct ties that an actor has (Freeman, 1979), therefore, the higher the number, the more active that author is. This takes account of the value of the ties between co-authors, in this case the number of times that an actor has co-authored with another actor. High level of degree centrality can suggest gregariousness or popularity, or can be an indication of the probability of receiving information. Neighbourhood size refers to the number of other actors with whom someone had links. Betweenness centrality is the extent to which an actor benefits from being on the shortest path (the geodesic distance) between other actors (Freeman, 1979). This is the number of times that an actor needs

another given actor to reach any other actor by the shortest path. High levels of betweenness mean that actors control the flow of information as gatekeepers or intermediaries. Freeman et al. (1980) note that high betweenness score indicate individuals who are perceived as leaders in a network. Closeness centrality can be interpreted as a measure of 'farness' which is based on the sum of geodesic distances of an actor to all other actors in the network. The reciprocal of the sum is closeness centrality. The results are further normalized as a percentage of the minimum possible closeness for each actor (Borgatti et al. 2002), which equals 1/(n-1) (where n is the number of actors). Actors with higher closeness scores are likely to receive information more quickly and reliably than other actors due to the fact that less intermediaries are involved. The measure of Reach centrality calculates the percentage of nodes in the network that the focal node can reach in a given number of steps. In our case, we look at two or three steps (e.g. WILK can reach nearly half of the main component in three steps). The eigenvector centrality is a recursive version of degree centrality. It characterises an actor as central to the extent that connectedness exists with other central actors (Bonacich, 1972; Scott, 2000). An actor with a high eigenvector centrality score in a co-publication network is connected to many other actors who are well connected and thus are most likely to be receiving new ideas. Finally, flow betweenness is an extension of the betweenness concept (Freeman et al., 1991). It considers all the relationships between actors (not just the geodesic one). Flow betweenness also takes into account the value of relations, i.e. it separates weak and strong ties. It is therefore an interesting measure for the IMP Group data, in the sense that an otherwise central actor (HAKA) scores relatively low on this measure. Formally defined, flow betweenness is a measure of the extent to which the flow between other pairs of actors in the network would be reduced if a particular actor were removed (Freeman et al., 1991). It measures the 'contribution' of an actor to the flow within a network (Zemljič and Hlebec, 2005).

	Degree Neighbour-		ur-	Betweennes Closeness			ness		Reach c	entrality	Eigenvector		Flow		Structural			
	central	ity	hood si	ize	centra	lity	centra	ality	two-s	tep	three-	step	centrality		between	ness	hol	е
1	WILK	49	JOHN1	28	WILK	28.82	WILK	26.18	WILK	0.211	WILK	0.475	HAKA	51.96	JOHN1	7.12	JOHN1	26.93
2	NAUD	44	HAKA	24	HAKA	24.65	HAKA	25.65	HAKA	0.184	HAKA	0.468	WILK	39.30	ROKK	5.96	WILK	22.42
3	GEMU	43	WILK	24	RITT	18.54	HAVI	24.90	RITT	0.179	HAVI	0.429	DUBO	32.74	WILK	5.93	HAKA	21.92
4	PEDE	42	GEMU	20	MOLL	13.35	RITT	24.73	HAVI	0.159	RITT	0.428	PEDE	30.87	MOLL	5.45	NAUD	18.40
5	TURN	40	MOLL	20	HAVI	12.60	GEMU	23.92	TURN	0.133	NAUD	0.388	HAVI	28.93	WATH	4.74	MOLL	18.30
6	MOLL	40	NAUD	20	TURN	12.46	FORD	23.47	NAUD	0.127	GEMU	0.363	GEMU	28.48	SHAR	4.53	GEMU	17.90
7	HAKA	37	SALL	19	NAUD	10.84	NAUD	23.42	MOLL	0.120	TURN	0.353	GADD	24.57	JOHA2	4.26	SALL	17.21
8	HOLM2	35	DUBO	19	JOHA1	10.26	JOHN1	22.94	DUBO	0.114	JOHN1	0.339	RITT	24.12	BION	4.16	DUBO	17.00
9	SALL	35	RITT	18	JAHR	9.62	JOHA1	22.91	JOHA1	0.109	FORD	0.338	HOLM2	22.21	WILS	4.10	RITT	16.22
10	YOUN	35	ANDE1	17	SALL	8.87	TURN	22.86	SALL	0.107	EAST	0.327	JOHN1	18.81	TURN	3.92	EAST	15.25
11	DUBO	34	EAST	16	JOHN1	8.65	HARR1	22.85	HARR1	0.104	HIBB1	0.324	HARR1	17.95	ULVN	3.88	ARAU	15.25
12	RITT	33	ARAU	16	FLYG	8.52	HIBB1	22.73	GEMU	0.102	JOHA1	0.321	FORD	17.01	NAUD	3.71	ANDE1	14.29
13	GADD	33	TURN	15	ARAU	7.90	EAST	22.70	YOUN	0.102	MOLL	0.319	HIBB1	16.89	TORN	3.55	TURN	14.07
14	EAST	31	ALAJ	15	ROKK	7.66	DUBO	22.66	HIBB1	0.101	LEEK	0.317	YOUN	16.74	WELC	3.51	YOUN	13.27
15	ANDE1	30	PEDE	15	FORD	6.83	MOUZ	22.65	JOHN1	0.101	MOUZ	0.307	ARAU	16.69	HALL	3.36	ALAJ	13.13
16	FORD	30	YOUN	15	TAHT1	6.51	TUNI	22.57	ARAU	0.101	MATT	0.302	TUNI	16.47	FLET	3.29	FORD	13.00
17	COVA	29	HAVI	15	EAST	6.29	GADD	22.56	LEEK	0.096	HARR1	0.299	WALU	16.39	EAST	3.25	HAVI	12.87
18	JOHN1	29	FORD	14	WATH	6.18	ARAU	22.48	FORD	0.093	GADD	0.292	JOHA1	16.33	JOHA1	3.22	WILS	12.85
19	ARAU	29	GADD	14	DUBO	6.18	MOLL	22.34	GADD	0.091	AXEL	0.292	EAST	15.97	SOLB	3.12	JOHA2	11.92
20	HAVI	28	TAHT1	13	WILS	6.12	SNEH	22.32	EAST	0.091	DUBO	0.291	TORV	14.97	ARAU	3.06	GADD	11.71
21	ALAJ	25	JOHA2	13	ALAJ	5.97	MATT	22.07	MATT	0.090	ARAU	0.287	HULT	13.48	FANG	2.93	PEDE	11.67
22	TAHT1	23	WILS	13	ANDE1	5.84	FREY	21.88	PEDE	0.090	SNEH	0.287	JAHR	13.36	ANDE1	2.82	TAHT1	11.31
23	MATT2	23	COVA	13	BION	5.66	ZOLK	21.85	MOUZ	0.087	TUNI	0.281	ANDE1	13.29	GEMU	2.81	COVA	11.31
24	BARR	23	KOCK	12	JOHA2	5.64	PEDE	21.82	TAHT1	0.078	SALL	0.280	MATT	12.87	owus	2.73	KOCK	10.67
25	LEEK	20	HARL	12	HALL	5.55	LEEK	21.75	ANDE1	0.078	PEDE	0.267	SNEH	12.55	DURR	2.73	KJEL2	9.73
26	MAND	20	HOLM2	12	ULVN	5.41	WALU	21.70	ALAJ	0.076	ZOLK	0.265	NAUD	11.73	SALL	2.65	TORN	9.60

										_		_						
27	HARL	20	KJEL2	11	DAMG	5.27	HALI1	21.68	ZOLK	0.075	FREY	0.263	AXEL	11.39	HAKA	2.65	BREN	9.55
28	CALD	19	BREN	11	TORN	5.19	YOUN	21.68	SNEH	0.075	HALI1	0.262	PREN	11.00	SPEN	2.62	FREY	9.40
29	RAJA	19	CALD	11	FREY	4.95	ANDE3	21.60	SALM	0.072	YOUN	0.245	SALM	10.82	MCLO	2.59	HERT	9.40
30	MOUZ	19	HERT	10	MOUZ	4.95	AXEL	21.60	HALI1	0.072	VAAL	0.245	RAES	10.75	WELC3	2.44	HALL	9.00
31	коск	18	FREY	10	WELC	4.89	SALM	21.57	PARD	0.071	WALU	0.244	ROOS	10.75	FREY	2.43	MATT	8.80
32	JOHN3	18	ANDE2	10	HARR1	4.82	JAHR	21.57	ANDE2	0.069	SALM	0.242	BYGB	10.67	YOUN	2.39	PURC	8.80
33	SALM	17	MATT	10	SHAR	4.64	ANDE1	21.54	AXEL	0.069	BREN	0.242	BOER	10.60	KOCK	2.38	JOHA1	8.80
34	MATT	17	ANDE3	10	GEMU	4.61	VAAL	21.48	TORN	0.069	ANDE3	0.240	KALL	10.60	MAND	2.37	HOLM2	8.67
35	BREN	17	WELC3	10	FLET	4.47	BREN	21.26	TUNI	0.066	TAHT1	0.235	ZOLK	10.49	KRIZ	2.35	WELC3	8.40
36	LILL	17	PURC	10	COVA	4.39	TAHT1	21.24	JAHR	0.066	ANDE1	0.231	BARA	10.47	ANDR	2.27	HART	8.40
37	KJEL2	17	JOHA1	10	SOLB	4.35	CHER	21.20	WALU	0.066	JAHR	0.230	HAUG1	10.43	FORD	2.25	SPEN	8.33
38	FREY	16	TORN	10	HALI1	4.34	PARD	21.14	FREY	0.065	CHER	0.230	FOLG	10.43	ALAJ	2.16	ANDE2	8.20
39	WILS	16	HART	10	FANG	4.08	WEDI	21.12	WYNS	0.065	PARD	0.226	CANT1	10.43	RITT	2.13	HARL	8.17
40	JOHA2	16	HALL	10	SPEN	3.85	FLET	21.02	ANDE3	0.064	WELC	0.226	ANDE2	10.32	REUN	2.12	ERIK2	8.11
41	ANDE2	16	ZOLK	9	DURR	3.81	HART	20.99	DAMG	0.064	WEDI	0.223	TURN	10.28	TAHT1	2.10	ANDE3	8.00
42	HART	15	LILL	9	owus	3.81	BARR	20.98	SPEN	0.061	FLET	0.220	GRES	10.18	ZERB	2.02	BARR	7.89
43	WELC3	15	SPEN	9	MATT	3.70	WELC	20.97	VALK	0.061	WELC3	0.220	SUND	10.06	ERIK2	1.99	MAND	7.89
44	SEPP	15	BYGB	9	BREN	3.63	HENN	20.97	BREN	0.060	WELC2	0.220	JONS	10.06	PURC	1.98	DAMG	7.89
45	HERT	15	HARR1	9	WEDI	3.62	WELC3	20.95	HOLM2	0.058	BARR	0.217	FORB	9.89	PARD	1.87	PARD	7.67
46	FLET	15	PARD	9	ANDE3	3.59	WALT	20.94	WEDI	0.058	SHAR2	0.216	WALT	9.43	CAMP	1.84	ZOLK	7.22
47	JOHA1	15	SEPP	9	ZOLK	3.43	HELF	20.93	WILS	0.055	GLAS	0.216	FREY	9.38	HEDA	1.82	SHAR	7.00
48	WALT	15	ERIK2	9	PARD	3.33	HEYD	20.93	WELC3	0.054	MORL	0.216	WELC3	9.36	SCHU	1.79	CALD	7.00
49	HALL	15	MAND	9	KOCK	3.29	MULL	20.92	BYGB	0.054	WILE	0.216	BANG	9.35	CAST1	1.77	HARR1	7.00
50	HALI1	15	BARR	9	MAND	3.29	RYSS	20.92	BANG	0.053	WYNS	0.215	HART	9.32	HART	1.76	SEPP	6.78
	erage of the main mponent	4.9		3.3		0.74		16.50		0.023		0.079		2.42		0.37		2.39

Table 4: Centrality Measures and Rank Order by Author

Using these centrality measures for our IMP Group data, Table 4 provides an overview of the key players. WILK and HAKA dominate most of the centrality measures. However, JOHN1 with a high neighbourhood size leads the flow betweenness indicator. It is also noteworthy that one important IMP author, FORD, has relatively low centrality scores (16th for degree, 15th for betweenness, 37th for flow betweenness). Other actors such as ROKK and MOLL occupy cut-points in the network (represented by high flow betweenness), who, if removed, would lead to fragmentation of the main component into sub-components. Flow betweenness is arguably a particularly useful measure of centrality (it represents 'who counts') as it takes account of tie strength. We show visually the main component in Figure 2, where the node (actor) size has been differentiated by the size of the bubbles using neighbourhood size scores from Table 4.

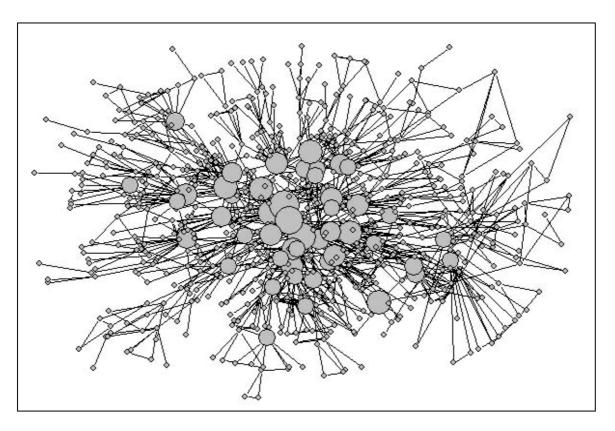


Figure 2: Main component IMP Group co-authorships (using neighbourhood size to differentiate nodes; based on Pajek)

Visual inspection of the main component shows a relatively robust network structure (e.g. compared to the co-publication network of ICT researchers presented in Vidgen et al., 2007), based on a lower diameter value (25 for IMP compared to 31 for ICT).

Weak and strong ties

According to Granovetter (1973), weak ties are indispensable for an actors' integration into a community. This is due to the fact the personal experience of actors is bound up with the larger social structure in which they are embedded. Weak ties are essential for the flow of information which integrates otherwise disconnected social clusters (Burt, 1992). While strong ties support the high-speed circulation of information and local cohesion, they also lead to an overall fragmentation of the social network (Granovetter, 1973). Although there is no definitive view of what constitutes a strong link in the social network or interaction literature (Jack, 2005), one can introduce cut-off points defining when any two actors have strong ties, e.g. co-authorship occurring three or more times. Such a parsimonious proposition creates radically different networks. When this is done, the main component comprises a mere 27 actors (Figure 3), in which FORD, TURN, NAUD, and WILK occupy central positions. However, ARAU (via MOUZ and EAST) resides in a crucial linking position which makes this large component in the first place. Of the centrally important actors, only HAKA (who is in the second largest strong-tie component with 11 actors) and JOHN1 (who is not in one of the larger strong-tie components) are missing from this main component. Imposing an even more severe constraint on tie strength (having a minimum of either 4 or 5 co-publications) the main component shrinks to just 8 or 7 actors respectively. The local cohesion of such groups is indeed strong and indicative of sustained collaboration over a period of time, indicating what Burt (1982) called 'invisible colleges' as centres of knowledge creation. However,

according to Granovetter (1973), it is the weak ties (which are beyond the control of particular individuals) from which the community is forged.

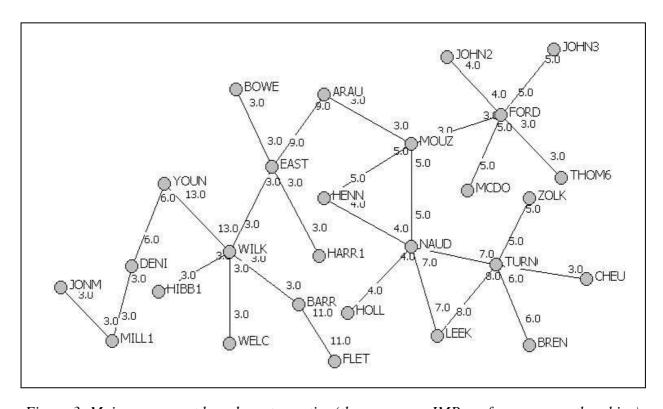


Figure 3: Main component based on strong ties (three or more IMP conference co-authorships)

Egonet strategies

Looking at co-authorship patterns over time allows for the emergence of structure in the individual's publication preferences. While these may only be ascribable in very limited ways to an intentional strategy, these structures nevertheless provide some insight into the network environment in which individuals operate. We use three important scholars from the IMP community, all of whom are 'founding fathers' of the group and have continued over the last 25 years to stimulate research in the area: two whom our analysis has consistently shown to dominate most centrality measures (HAKA and JOHN1), while the third (FORD), as has been noted before, is only found to exhibit lower centrality scores.

HAKA's and JOHN1's egonets (see Figures 4 and 5) are characterised not just by many direct publishing partners (24 and 28 respectively), compared to FORD's egonet (see Figure 6), but they also show that many of their co-authors themselves published with each other (without HAKA's or JOHN1's collaboration). This is especially pronounced in HAKA's egonet (25 co-author interconnections, compared to 15 for JOHN1). However, the FORD egonet shows higher tie values, i.e. multiple co-publications with the same person. He has published three or more times with 36 per cent of his co-authors, while the same ratio is nil for JOHN1 and 13 per cent for HAKA. Therefore, FORD's co-authorship network is based on stable and strong ties, contrasting with the weak tie-based pattern exhibited by JOHN1.

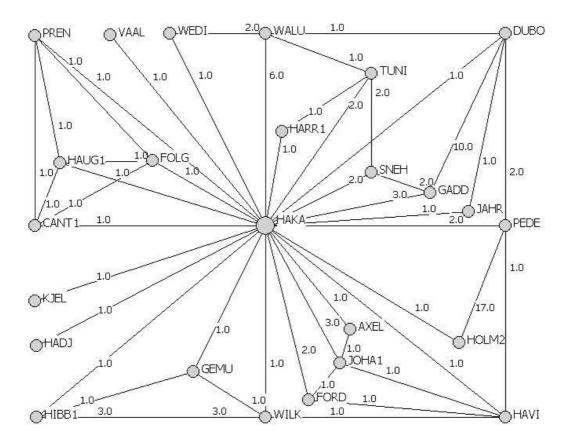


Figure 4: Egonet HAKA

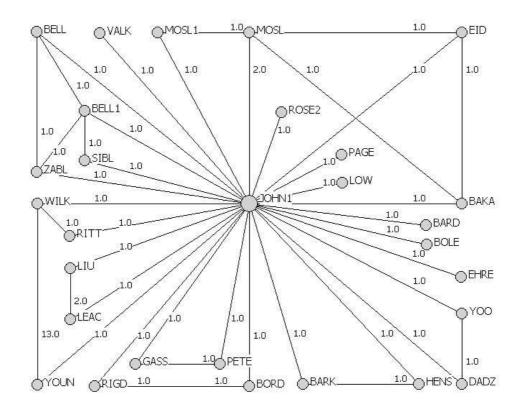


Figure 5: Egonet JOHN1

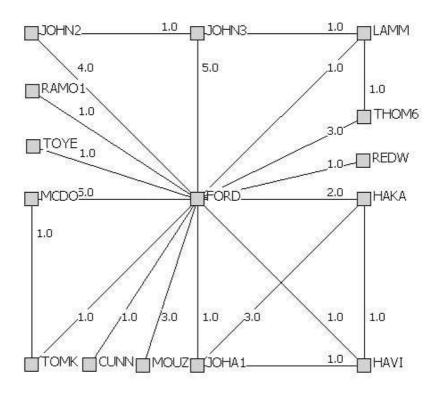


Figure 6: Egonet FORD

Conclusion and Implications

Our results point to a number of interesting issues concerning the structure of the IMP Group's research activities. The number of papers shows an increase over time, as do the number of co-authored papers. However, the IMP Group has grown far more slowly than the ICT Network reported by Vidgen et al. (2007). The ICT network started in 1993 (vs. 1984), and has 2009 actors vs. the IMP Group's 1653. In addition, they had 588 in the main component, against the 723 reported above, indicating less cohesion: The IMP Group has 43.7% of actors in the core, the ICT Group only 29.3%. This would indicate a higher 'core' within the IMP Group, where there are less small clusters 'doing their own thing.' This would indicate to us that the IMP exhibits more of a 'large world' tendency, where they actors are more likely to be connected through co-publishing, and hence more likely to be 'singing from the same hymn sheet.' This is supported by the fact that the ICT network had a diameter of 31 in their network, whereas this network has a diameter of 25, indicating that the actors in the main component are more closely aligned.

This perspective is backed up by examining the different individual centrality figures, as shown in Table 4 above. When compared to the IST, we see a marked difference. For example, their highest betweenness score was for Galliers (56), whereas the IMP Group's highest is for WILK at 29. This would indicate to us that the IMP Group is a 'closer' network, needing fewer connections to navigate our way through the network to other nodes. In addition, the IMP Group's flow betweenness scores are much lower, indicating that the actors 'talk to each other' more effectively.

We have also examined the co-publishing strategies of three of the 'founding fathers' (HAKA, JOHN1, and FORD) and show how they exhibit strong evidence of different research strategies – in the case of HAKA and JOHN1, both seem to have adopted a strategy of publishing a relatively low number of papers with a wide variety of co-authors: 36 papers with 24 different authors in the case of HAKA, and 29 papers with 28 different co-authors for JOHN1. In addition, many of these co-authors have then published between themselves. FORD, on the other hand, has co-authored with fewer people (14), but seems to have worked more consistently with them (30 papers), hence exhibiting stronger ties with fewer people.

At a broader level, the question to be addressed is how analysis based upon social networks, as evidenced by the application above, could potentially add value to researchers in the area of business-to-business marketing. Given that the type of analyses undertaken above can provide insights into how sets of relationships are managed, we need to identify ways in which analysing interactions between multiple actors within either a dyadic relationship, or a broader network, could be undertaken. We believe that there are two potential ways of doing this. The simpler would be to use self-reporting type data, where respondents are asked to report on who it is that they interact with, the nature and strength of such ties, etc. The computationally more complex approach would be to collect macro-level data on telephone and/or email data, analysing the complete set of interactions either within a company or in a focal relationship.

References

- Acedo, F. J., Barroso, C., Casanueva, C. and Galán, J. L. (2006) Co-Authorship in Management and Organizational Studies: An Empirical and Network Analysis, *Journal of Management Studies*, 43:5, 957-983
- Barabási, A., Jeong, H., Néda, Z., Ravasz, E., Schubert, A., and Vicsek, T. (2002) Evolution of the Social Networks of Scientific Collaborations, *Physica*, A311, pp. 590-614.
- Bauman, Z. (2005) Liquid Life, Oxford: Polity Press
- Berry, F., Brower, R., Choi, S., Goa, W., Jang, H., Kwon, M., and Word, J. (2004) Three Traditions of Network Research: What the Public Management Research Agenda Can Learn from Other Research Communities, *Public Administration Review*, 64:5, pp. 539-552.
- Bonacich, P. (1972) Factoring and Weighting Approaches to Status Scores and Clique Identification, *Journal of Mathematical Sociology*, 2, pp. 113-120.
- Borgatti, S.P., Everett, M.G. and Freeman, L.C. 2002. Ucinet 6 for Windows. Harvard: Analytic Technologies.
- Bourdieu, P. (1990) Homo Academicus, London: Polity.
- Bourdieu, P. (1993) The Field of Cultural Production, Columbia University Press.
- Bourdieu, P. (2004) Science of Science and Reflexivity, Cambridge: Polity.
- Bourdieu, P. and Wacquant, L. J. D (1992) *An Invitation to Reflexive Sociology*, Chicago: Chicago University Press.
- Burt, R. S. (1982) Stratification in Elite Sociological Methodology, in *Toward a Structural Theory of Action*, New York: Academic Press.
- Burt, R. S. (1992) *Structural Holes: the Social Structure of Competition*, Cambridge, Massachusetts: Harvard University Press.
- Carter, G. R., Leuschner, R., and Rogers, D. S. (2007) A Social Network Analysis of the Journal of Supply Chain Management: Knowledge Generation, Knowledge Diffusion and Thought Leadership, *Journal of Supply Chain Management*, 43:2, pp.15-28
- Castells, M. (2000) The Rise of the Network Society, Oxford: Blackwell, 2nd Ed.
- Choi, Y. T. and Hong, Y. (2002) Unveiling the Structure of Supply Networks: Case Studies in Honda, Acura, and DaimlerChrysler, *Journal of Operations Management*, 20:5, pp. 469-493
- Cote, J., Leong, S., and Cote, J. (1991) Assessing the Influence of the Assessing the Influence of Journal of Consumer Research: A Citation Analysis, *Journal of Consumer Research*, 18, pp. 402-410.
- Cross, R., Parker, A., Prusak, L., and Borgatti, S. (2001) Knowing What We Know: Supporting Knowledge Creation and Sharing in Social Networks, *Organisational Dynamics*, 30:2, pp. 100-120.

- Cross, R., Borgatti, S., Parker, A. (2002) Making the Invisible Visible: Using Social Network Analysis to Support Strategic Collaboration, *California Management Review*, 44, pp. 25-46.
- Degenne, A. and Forse, M. (1994) Introducing Social Networks, London: Sage.
- Eaton, J. P., Ward, J. C., Kumar, A. and Reingen, P. H. (1999) Structural Analysis of Co-Author Relationships and Author Productivity in Selected Outlets for Consumer Behavior Research, *Journal of Consumer Psychology*, 8:1, pp. 39-59
- Freeman. L. C., (1979) Centrality in Social Networks: I. Conceptual clarification, *Social Networks*, 1, pp. 215-239.
- Freeman, L.C., Roeder, D.R., Mulholland, R.R., (1980) Centrality in Social Networks. II. Experimental results. *Social Networks*, 2, pp. 119–141.
- Freeman, L.C., Borgatti, S.P., White, D.R., (1991) Centrality in Valued Graphs: a Measure of Betweenness Based on Network Flow, *Social Networks*, 13, pp. 141–154.
- Ford, D. and Hakansson, H. (2006) The Idea of Interaction, *The IMP Journal*, 1:1, pp. 4-27
- Granovetter, M. (1973) The Strength of Weak Ties, *American Journal of Sociology*, 78:6, pp. 1360-1380.
- Granovetter, M. (1985) Economic Action and Social Structure: A Theory of Embeddedness, *American Journal of Sociology*, 91, pp. 481-510.
- Jack, S., (2005), The Role, Use and Activation of Strong and Weak Network Ties: A Qualitative Analysis, *Journal of Management Studies*, 42/6, pp. 1233-1259
- Kilduff, M. and Tsai, W. (2003) *Social Networks and Organisations*, London: Sage Publications.
- Knox, H., Savage, M., and Harvey, P. (2006) Social Networks and the Sutdy of Relations: Networks as Method, Metaphor and Form, *Economy and Society*, 35:1, pp. 113-140
- Latour, B. and Woolgar, S. (1986) Laboratory Life, Princeton: Princeton University Press.
- Liu, X., Bollen, J., Nelson, M. L. and van de Sompel, H. (2005) Co-authorship networks in the digital library resarch community, *Information Processing and Management*, 41, pp. 1462-1480
- Morlacchi, P., Wilkinson, I., and Young, L. (2005) Social Networks of Researchers in B2B Marketing: A Case Study of the IMP Group 1984 1999, *Journal of Business-to-Business Marketing*, 21:2, pp. 3-34.
- Moody, J. (2004) The Structure of a Social Science Collaboration Network: Disciplinary Cohesion from 1963 to 1999, *American Sociological Review*, 69, pp. 213-238.
- Newman, M. (2001) *The Structure of Scientific Collaboration Networks*, Proceedings of the National Academy of Science, 98:2, pp. 404-409 www.pnas.org/cgi/doi/10.1073/pnas.021544898
- Newman, M., Barabási, A.-L. and Watts, D. (2003) *The Structure and Dynamics of Complex Networks*, Princeton: Princeton University Press

- Oh, W., Choi, J. N. and Kim, K. (2005) Coauthorship Dynamics and Knowledge Capital: The Patterns of Cross-Disciplinary Collaboration in Information Systems Research, *Journal of Management Information Systems*, 22:3, pp. 265-292
- Pinch, T. J. and Bijker, W. E. (1984) The Social Construction of Facts and Artifacts: Or how the Sociology of Science and the Sociology of Technology Might Benefits each Other, *Social Studies of Science*, 14, pp. 399-441
- Piselli, F. (2007) Communities, Places, and Social Networks, *American Behavioral Scientist*, 50, pp. 867-878
- Portes, A. (1998) Social Capital: Its Origins and Applications in Modern Sociology, *Annual Review of Sociology*, 24, pp. 1-24.
- Reagans, R. and Zuckerman, E. (2001) Network, Diversity, and Productivity: The Social Capital of Corporate R&D Teams, *Organisation Science*, 12:4, pp. 502-517.
- Robinson, L. and Adier, R. (1981) Measuring the Impact of Marketing Scholars and Institutions: An Analysis of Citation Frequency, *Journal of the Academy of Marketing Science*, 9, pp. 147-162.
- Scott, J. (2000) Social Network Analysis (2nd Edition), London: Sage Publications
- van der Merwe, R., Berthon, P., Pitt, l. and Barnes, B. (2007) Analysing 'theory networks': Identifying the Pivotal Theories in Marketing and their Characteristics, *Journal of Marketing Management*, 23:3/4, pp. 181-206
- Vidgen, R., Henneberg, S. C., and Naudé, P. (2007) What Sort of Community is the European Conference on Information Systems? A Social Network Analysis 1993-2005, *European Journal of Information Systems*, 16, pp. 5-19
- Wasserman, S. and Faust, K. (1994) *Social Network Analysis: Methods and Applications*, Cambridge, UK: Cambridge University Press.
- Watts, D. (1999) Small Worlds: the Dynamics of Networks between Order and Randomness, Princeton University Press, Princeton.
- Watts, D. (2003) Six Degrees: the science of a connected age. Heinemann, London.
- Watts, D. (2004) The 'New' Science of Networks, *Annual Review of Sociology*, 30, pp. 243-270.
- Zemljič, B. and Hlebec, V., (2005) Reliability of Measures of Centrality and Prominence, *Social Networks*, 27, pp. 73–88

AppendixList of abbreviations and names

	Code	Surname	First Name		Code	Surname	First name
1	ALAJ	Alajoutsijarvi	Kimmo	41	FOLG	Folgesvold	Atle
2	ANDE1	Anderson	Helen	42	FORB	Forbord	Magnar
3	ANDE2	Andersson	Per	43	FORD	Ford	David
4	ANDE3	Andersen	Poul	44	FREY	Freytag	Per
5	ANDR	Andresen	Edith	45	GADD	Gadde	Lars-Erik
6	ARAU	Araujo	Luis	46	GASS	Gassenheimer	Jule
7	AXEL	Axelsson	Bjorn	47	GEMU	Gemunden	Hans-Georg
8	BAKA	Bakary	Ahmedal	48	GLAS	Glaser	Stan
9	BANG	Bangens	Lennart	49	GRES	Gressetvold	Espen
10	BARA	Baraldi	Enrico	50	HADJ	Hadjikhani	Amjad
11	BARD	Bardzil	James R.	51	HAKA	Hakansson	Hakan
12	BARR	Barrett	Nigel	52	HALI1	Halinen	Aino
13	BELL	Bellenger	Danny N.	53	HALL	Hallen	Lars
14	BELL1	Bello	Dan C.	54	HARL	Harland	Christine
15	BION	Biong	Harald	55	HARR1	Harrison	Debbie
16	BOER	Boer	Luitzen	56	HART	Hartmann	Evi
17	BOLE	Boles	James	57	HAUG1	Haugnes	Svanhild
18	BOWE	Bowey	James	58	HAVI	Havila	Virpi
19	BREN	Brennan	Ross	59	HEDA	Hedaa	Laurids
20	BYGB	Bygballe	Lena	60	HELF	Helfert	Gabi
21	CALD	Caldwell	Nigel	61	HENN	Henneberg	Stephan
22	CAMP	Campbell	Alexandra	62	HENS	Hensen	Steve
23	CANT1	Cantillon	Sophie	63	HERT	Hertz	Susanne
24	CAST1	Castaldo	Sandro	64	HEYD	Heydebreck	P.
25	CHER	Chery	Marie-Celine	65	HIBB1	Hibbert	Brynn
26	CHEU	Cheung	Metis	66	HOLL	Holland	Christopher
27	COVA	Cova	Bernard	67	HOLM2	Holmen	Elsebeth
28	CUNN	Cunningham	Malcolm	68	HULT	Hulthen	Kajsa
29	DADZ	Dadzie	Kofi Q	69	JAHR	Jahre	Marianne
30	DAMG	Damgaard	Torben	70	JOHA1	Johanson	Jan
31	DENI	Denize	Sara	71	JOHA2	Johanson	Martin
32	DUBO	Dubois	Anna	72	JOHN1	Johnston	Wesley
33	DURR	Durrieu	Francois	73	JOHN2	Johnsen	Rhona
34	EAST	Easton	Geoff	74	JOHN3	Johnsen	Thomas
35	EHRE	Ehret	Michael	75	JONM	Jonmundsson	Brian
36	EID	Eid	Mohamed	76	JONS	Jonsson	Patrik
37	ERIK2	Eriksson	Kent	77	KALL	Kallevag	Magne
38	FANG	Fang	Tony	78	KJEL	Kjellberg	Mia
39	FLET	Fletcher	Richard	79	KJEL2	Kjellberg	Hans
40	FLYG	Flygansvar	Bente M.	80	KOCK	Kock	Soren

List of abbreviations and names cont'd

	Code	Surname	First name		Code	Surname	First name
81	KRIZ	Kriz	Anton	119	SALL	Salle	Robert
82	LAMM	Lamming	Richard	120	SALM	Salmi	Asta
83	LEAC	Leach	Mark	121	SCHU	Schurr	Paul H.
84	LEEK	Leek	Sheena	122	SEPP	Seppanen	Veikko
85	LILL	Lilliecreutz	Johan	123	SHAR	Sharma	Deo
86	LIU	Liu	Annie H.	124	SHAR2	Sharma	Neeru
87	LOW	Low	Brian	125	SIBL	Sibley	R.Edward
88	MAND	Mandjak	Tibor	126	SNEH	Snehota	Ivan
89	MATT	Mattsson	Lars-Gunnar	127	SOLB	Solberg	Carl
90	MATT2	Matthyssens	Paul	128	SPEN	Spencer	Robert
91	MCDO	McDowell	Raymond	129	SUND	Sundquist	Viktoria
92	MCLO	McLoughlin	Damien	130	TAHT1	Tahtinen	Jaana
93	MILL1	Miller	Kenneth	131	THOM6	Thomas	Richard
94	MOLL	Moller	Kristian	132	TOMK	Tomkins	C.R.
95	MORL	Morlacchi	Pierangela	133	TORN	Tornroos	Jan-Ake
96	MOSL	Mosli	Tamer	134	TORV	Torvatn	Tim
97	MOSL1	Mosly	Ahmed Raafat	135	TOYE	Toye	Sharon
98	MOUZ	Mouzas	Stefanos	136	TUNI	Tunisin	Annalisa
99	MULL	Mullerm	Thilo	137	TURN	Turnbull	Peter
100	NAUD	Naude	Peter	138	ULVN	Ulvnes	Arne
101	OWUS	Owus	Richard A.	139	VAAL	Vaaland	Terje
102	PAGE	Page Jr.	Thomas J.	140	VALK	Valk	Wendy van der
103	PARD	Pardo	Catherine	141	WALT	Walter	Achim
104	PEDE	Pedersen	Ann-Charlott	142	WALU	Waluszewski	Alexandra
105	PETE	Peters	Linda	143	WATH	Wathne	Kenneth
106	PREN	Prenkert	Frans	144	WEDI	Wedin	Torkel
107	PURC	Purchase	Sharon	145	WELC	Welch	Catherine
108	RAES	Raesfeld	Ariane von	146	WELC2	Welch	Denice
109	RAJA	Rajala	Arto	147	WELC3	Welch	Lawrence
110	RAMO1	Ramos	Carla	148	WILE	Wiley	James
111	REDW	Redwood	Michael	149	WILK	Wilkinson	lan F.
112	REUN	Reunis	Marc	150	WILS	Wilson	David
113	RIGD	Rigdon	Edward	151	WYNS	Wynstra	Finn
114	RITT	Ritter	Thomas	152	YOO	Yoo	Boonghee
115	ROKK	Rokkan	Aksel	153	YOUN	Young	Louise
116	ROOS	Roos	Kaspar	154	ZABL	Zablah	Alex R.
117	ROSE2	Rose	L.	155	ZERB	Zerbini	Fabrizio
118	RYSS	Ryssel	Ricky	156	ZOLK	Zolkiewski	Judy