

**PROGRAM  
I.A.B.S. '94**

**Thursday, March 17**

**10:00 am - 5:30 pm**  
Palmetto Room

Preconvention Program

*Public-Private Partnerships and Economic Development -- The Case of the Carolinas*

Co-Chairs: Lee Burke, George Washington University and Mary Mallott,  
George Washington University

**5:30 pm - 8:30 pm**  
Lower Hallway

Registration

**6:30 pm - 8:30 pm**  
Hyattspa

Reception

**8:30 pm - 10:00 pm**

Organizing Sessions

Fairfield

*Preconvention Program Research Groups*

Co-Chairs: Lee Burke, George Washington University and Mary Mallott,  
George Washington University

Bayley's Baroney

*Reflective Panel*

Chair: Doug Nigh, University of South Carolina

Capt. Jack Stoney's

**VOICES**

Chair: Terri Egan, University of California - Irvine

**Friday, March 18**

**7:30 am**  
Leamington Foyer

Continental Breakfast  
Registration

**8:00 am - 8:30 am**

Leamington Ballroom

Welcome & Conference Overview

IABS President: Steve Brenner, Portland State University

Program Chair: Steve Wartick, University of Missouri - St. Louis

**8:30 am - 10:00 am**

SESSION I: Showcase Papers

Woodward

A. Topic: Organizational Ethics

Chair: Frederick Bird, Concordia University

*Antecedents of Ethical Work Climates: Implications for Theory and Research* --  
Deborah Vidaver Cohen, Georgetown University

*The Ethics of Managing Cultures* -- Nelson Phillips, McGill University

Fairfield

B. Topic: Corporate Social Responsibility

Chair: Patricia Kelley, Western Washington University

*Systematics and CSR* -- Barry M. Mitnick, University of Pittsburgh

*The Atlanta Project: Corporate Social Responsibility on a Mega-Scale* -- Archie B.  
Carroll, University of Georgia, and Gerald T. Horton, University of Georgia

Bayley's Baroney

C. Topic: Environmental Management

Chair: Gordon Rands, Pennsylvania State University

*Organization Development and Total Quality Environmental Management*  
*(TQEM): Implications for Research and Practice* -- John Milliman, University of  
Colorado-Colorado Springs, and Judith Clair, Boston College

*The Handshake or the Fist? Environmental Protection and the North American*  
*Free Trade Agreement* -- Doug Schuler, Rice University

Lords Proprietor

D. Topic: Business Systems

Chair: Amy Hurley, SUNY - Stony Brook

*Social Goals and Economic Performance: Privatized Companies and Remaining*  
*Public Enterprises* -- Luc Bernier, Ecole Nationale d'Administration Publique,  
and Michel G. Bedard, University of Quebec at Montreal

**SESSION I-D CONTINUED ON THE FOLLOWING PAGE**

Friday, March 18

*The Collapse and Reemergence of Business Networks within Estonia* -- James H.  
Davis, University of Notre Dame; Igor N. Grazin, University of Notre Dame;  
and J. Dennis Patterson, University of Notre Dame

**10:00 am - 10:30 am**

Break

Leamington Foyer

**10:30 am - 12:00 noon**

SESSION II: Interactive Roundtables

Leamington Ballroom

- A. Topic: Regulatory Compliance  
Facilitator: Dan Greening, University of Missouri - Columbia

*Piercing the Regulation Myth: A Full Context of Legal and Social Controls* --  
Victor L. Rosenberg, Worcester State College

*The Identity as Regulator: The Management of Compliance in the Securities  
Industry* -- David W. Hart, SUNY-Albany and David McCaffrey, SUNY-

Albany

*Lloyd's of London: A Case Study of the Circumstances with the Potential for  
Corruption and of the Inadequacies of Self-Regulation* -- Peter Curwen, Sheffield  
Hallam University

- B. Topic: Ethics at the Top  
Facilitator: Dawn Elm, St. Thomas University

*The Self Interest Motive Versus Corporate Social Responsibility* -- Robert F.  
O'Neil, University of San Diego, and Darlene Pienta, University of San Diego

*When the Glass Shatters: Ethical Failure Among CEO's* -- Dean C. Ludwig,  
University of Toledo

*The Importance of Values and Morality in Leadership: Insights From an  
Empirical Study of Chief Executive Officers* -- Bradley R. Agle, University of

Pittsburgh

- C. Topic: International Trade and Politics  
Facilitator: Doug Nigh, University of South Carolina

*Filling the Missing Link Between Competition Policy and Trade Policy in a Global  
Economy: Problems, Proposals and Implications* -- Jeffrey Gale, Loyola

Marymount University

## SESSION II-C CONTINUED ON THE FOLLOWING PAGE

Friday, March 18

*The Motivation for China's Overseas Direct Investment* -- Zhen Zhong Chen,  
University of Victoria

*Political Coalition Formation and Firm Configurations: The Case of U.S. and  
EFTA Multinationals in the European Community* -- Stefan Wally, University of  
Maryland at College Park; Walter Ferrier, University of Maryland at College  
Park; Charles Osmond, University of Maryland at College Park; and Chul

University of Maryland at College Park

Moon,

- D. Topic: Community Interactions  
Facilitator: Peter Ring, Loyola Marymount University

*Corporate Community Relations: Driving Forces in an Changing Environment* --  
Sandra A. Waddock, Boston College, and Mary Ellen Boyle, Clark

University

*Co-Creating Community: The Changing Shape of the Strategic Problem*

*Revisited* -- Tamara Bartha-Johnson, York University

*Society's Side of Social Responsibility: The Collapse of the Social Contract for Los Alamos National Laboratory* -- Kelly C. Strong, Illinois State University, and Richard C. Ringer, Los Alamos Laboratory

E. Topic: Employee Related Issues  
Facilitator: Bob Hogner, Florida International University

*The Strategic Implications of Workplace Childcare: An International Perspective* -- William S. Brown, University of Pittsburgh, and Grace A. Gibbons, University of Pittsburgh

*Sensitivity to Disempowering Behavior in Organizations: Learning from Anita Hill's Experience on Capitol Hill* -- Charles M. Vance, Loyola Marymount University; Janice J. Jackson, Virginia State University; and Kathleen Kane, University of San Francisco

*Ethics and Employee AIDS Testing: A Stakeholder Analysis of the Testing Decision* -- Mary Anne Watson, University of Tampa, and John E. Logan, University of South Carolina

F. Topic: Environmental Management  
Facilitator: Jeanne Logsdon, University of New Mexico

*Environmental Attitudes and Behavioral Correspondence: Preliminary Construction of a Manager-Specific Environmental Attitude Scale* -- Mark Cordano, University of Pittsburgh

## SESSION II-F CONTINUED ON THE FOLLOWING PAGE

Friday, March 18

*From Attitudes to Action - Environmental Response in the Canadian Oil & Gas Industry: An Exploratory Study* -- Sanjay Sharma, University of Calgary, and Harrie Verednburg, University of Calgary

*Multistakeholder Dialogue and Organizational Learning: The Case of the Forest Round Table on Sustainable Development* -- Cathy Driscoll, St. Mary's University

G. Topic: Activism and Activists  
Facilitator: Jim Weber, Duquesne University

*A Normative Theory of Strategic Public Affairs/Government Relations* -- Craig S. Fleisher, Wilfrid Laurier University, and Mark C. Baetz, Wilfrid Laurier University

*Corporate Social Performance: A Comparison of the Relative Values of Religious Activists and Public Affairs Officers* -- Krish Muralidhar, Florida International University; Karen Paul, Florida International University; and Bernadette Ruf, Florida International University

*The Ethics of Tolerance and the Evolution of Smoking and Gambling as Policy Issues* -- Richard McGowan, University of Scranton, and Timothy Brown, Loyola College

H. Topic: Rethinking Business and Society Perspectives  
Facilitator: Donna Wood, University of Pittsburgh

*American Pragmatism and Ethical Theory: A New Approach* -- Rogene A. Buchholz, Loyola University, and Sandra B. Rosenthal, Loyola University

*Does Miles' Grounded Theory of Corporate Social Performance Offer a Bridge Between the Conceptual and the Theoretical?* -- Valerie E. Mock, Piedmont College, and Frank Hoy, University of Texas-El Paso

*The CSP Field Divided: Irreconciled Economic and Deontological Perspectives* -- Diane Swanson, University of Pittsburgh

**12:00 noon - 1:30 pm**

Lunch

Bashead Deck

Friday, March 18

**1:30 pm - 3:30 pm**

SESSION III: Workshop and Symposia

Woodward

A. Workshop Topic: *Using Experiential Approaches to Enhance Teaching in Social Issues Management -- A Learn-By-Doing Session*

Chair: Larry Lad, Butler University

Fairfield

B. Symposium Topic: *Studies of the Modern Corporation -- A Symposium Based on the Alfred P. Sloan Foundation Research Project*

Chair: James E. Post, Boston University

Presenters: Barbara Altman, Boston University  
Edward Desmarais, Boston University  
Victor Forlani, Boston University

Bayley's Baroney

C. Symposium Topic: *Who Put the I in IABS?*

Chair: Doug Nigh, University of South Carolina

Presenters: Philip L. Cochran, Pennsylvania State University  
Tom Donaldson, Georgetown University  
Jean Pasquero, University of Quebec at Montreal

Lords Proprietor

D. Symposium Topic: *A Participatory Symposium on Empirical Business Ethics Research -- Literature, Methodology, Promising Themes*

Chair: Jim Weber, Duquesne University

Presenters: Dawn Elm, University of St. Thomas  
Diana Robertson, University of Pennsylvania  
Gary Weaver, Pennsylvania State University

**3:30 pm - 4:00 pm** Break  
Lower Hallway

Friday, March 18

**4:00 pm - 5:30 pm** SESSION IV: Showcase Papers & Symposia

Woodward

A. Topic: Employees as Stakeholders  
Chair: Dan Brass, Pennsylvania State University

*Procedural Justice and the Design of Stakeholder Relations* -- Bryan W. Husted,  
Instituto Tecnológico Y de Estudios Superiores de Monterrey

*Corporate Response to Legislative Protection for Whistle-blowers: Survey Results* --  
Janet P. Near, Indiana University, and Terry Morehead Dworkin, Indiana  
University

Fairfield

B. Topic: Environmental Management  
Chair: Rogene Buchholz, Loyola University

*On Achieving Exemplary Management of Environmental Issues* -- Wilfred Zerbe,  
University of Calgary, and Judy Birdsell, University of Calgary

*An Empirical Investigation of Industrial Organizational Efforts to Institutionalize  
Environmental Performance* -- W. Edward Stead, East Tennessee State  
University; Jean Garner Stead, East Tennessee State University; and Thomas  
W. Zimmerer, East Tennessee State University

Bayley's Baroney

C. Topic: Corporate Social Performance  
Chair: Lee Preston, University of Maryland at College Park

*Corporate Reputation as a Social Audit* -- Charles Fombrun, New York  
University, and Violina P. Rindova, New York University

*Corporate Social and Financial Performance: Antecedents or Consequences? An  
Investigation Using the KLD Database* -- Richard A. Johnson, University of  
Missouri-Columbia, and Daniel W. Greening, University of Missouri-Columbia

Lords Proprietor

D. Symposium Topic: *Overcoming Obstacles in Conducting Radical (Liberal or  
Conservative) Business & Society Research*

Chair: Denis Collins, University of Wisconsin-Madison

Presenters: Craig P Dunn, San Diego State University  
Terri Egan, University of California - Irvine  
R. Edward Freeman, University of Virginia

**5:30 pm - 7:30 pm**

Dinner On Your Own

Friday March 18

**7:30 pm - 9:00 pm**

Leamington Ballroom

SESSION V: Debate

*The Merits of Meritocracy*

Moderator: Phil Cochran, Pennsylvania State University

Tom Donaldson, Georgetown University  
Tom Jones, University of Washington

## Saturday, March 19

**7:30 am**

Lower Hallway

Continental Breakfast  
Registration

**8:00 am - 9:30 am**

SESSION VI: Showcase Papers & Symposia

Woodward

A. Symposium Topic: *Responsible Environmental Management in Uncertain Times -- International Perspectives*

Chair: William E. Martello, University of Calgary

Presenters: Craig Fleisher, Wilfrid Laurier University  
Minna Halme, University of Tampere  
Bryan W. Husted, Instituto Tecnológico Y de Estudios Superiores

de Monterrey

Juha Nasi, University of Jyväskylä  
Salme Nasi, University of Oulu  
Sanjay Sharma, University of Calgary

Fairfield

B. Symposium Topic: *Discovering Through Experiential Learning Projects -- A Sharing of Course Projects and Students' Reflections*

Chair: Jim Weber, Duquesne University

Presenters: Denis Collins and Latonia Midderhoff, University of Wisconsin-Madison

Robert Hogner and Gabriel Garcia-Menocal, Jr., Florida

International University

**SESSION VI CONTINUED ON THE FOLLOWING PAGE**

Saturday, March 19

Bayley's Baroney

C. Topic: Russia  
Chair: Frances Westley, McGill University

*Business Ethics in Primitive Capitalism: What Rules for Russia?* -- Richard T. De George, University of Kansas

*"Caring Capitalism" in Russia: Keeping the Social Mission Alive at Icebergs* -- Frances M. Amatucci, Suffolk University

Palmetto Room

D. Topic: Government Regulation  
Chair: Donna Wood, University of Pittsburgh

*The Regulation of Biotechnology: A Comparison of U.S. and European Community Approaches* -- Judith Kenner Thompson, University of New Mexico

*Environmental Regulation and Small Business* -- Jeanne M. Logsdon, University of New Mexico

**9:30 am - 10:00 am**

Break

Leamington Foyer

**10:00 am - 11:30 am**

SESSION VII: Interactive Roundtable

Leamington Ballroom

A. Topic: Corporate Social Responsibility and Board Performance  
Facilitator: Rich Wokutch, Virginia Tech University

*Corporate Social Responsibility and Self-Deception: A Micro Level Conceptualization* -- Reginald A. Litz, University of Pittsburgh

*Ethics in Business - The Role of the Non-Executive Director* -- Andrew Wilson, Ashridge Management College, and John Drummond, IntegrityWorks Ltd.

*The Influence of Board Social Responsibility Committees on Firm Financial and Social Performance* -- W. Otto Carroll, Old Dominion University

B. Topic: Organizational Ethics  
Facilitator: Brad Agle, University of Pittsburgh

*Ethics Initiative and Organizational Legitimacy: A Theory Building Study* -- Gary R. Weaver, Pennsylvania State University; Linda Klebe Trevino, Pennsylvania State University; and Philip L. Cochran, Pennsylvania State University

**SESSION VII-B CONTINUED ON THE FOLLOWING PAGE**

Saturday, March 19



*Structural Antecedents of Ethical Work Climates* -- Dwight K. Lemke, University of Wisconsin - Oshkosh

*A Multi-Level Model of Relational Effects in Organizational Ethical Decision-Making* -- Kenneth D. Butterfield, Pennsylvania State University

C. Topic: Stakeholder Applications  
Facilitator: Steve Brenner, Portland State

*Managing Stakeholders Through Interorganizational Networks* -- Ann Feyerherm, Pepperdine University

*Stakeholder Theory and Liabilities of Newness in New Ventures* -- Ronald K. Mitchell, University of Utah

*A Stubborn Entrepreneur under Pressure from the Union and the Courts: An Analysis of Stakeholder Action Patterns in a Conflict Process* -- Juha Nasi, University of Jyväskylä; Salme Nasi, University of Oulu; and Grant T. Savage, Texas Tech University

D. Topic: Corporate Governance  
Facilitator: Jerry Calton, University of Hawaii - Hilo

*Corporate Governance and Green Values: An International Comparison* -- Minna Halme, University of Tampere; Morten Huse, Nordland Research Institute; and Per Jystad, Bodoe Graduate School of Business

*Whose Corporation is it Anyway? An Examination of the ALI Corporation Governance Project Report* -- Frank L. Winfrey, Kent State University

*Corporate Governance Predictors of Fair Price Provisions: An Empirical Analysis* -- Chamu Sundaramurthy, University of Kentucky, and Paula L. Rechner, University of Houston

E. Topic: Developing Countries  
Facilitator: Sam Natale, Iona College

*Rethinking TNC Corporate Social Responsiveness and Competitive Behavior in LDC's: A Research Framework* -- Thomas H. Becker, Florida Atlantic University; Charles Crespy, Miami University; and Van Miller, University of Dayton

*The Privatization of the Housing Authority of Fiji, Implementation of the TQM Continuous Improvement Program for Cultural Engineering* -- Cheryl Van Deusen, University of South Carolina

## SESSION VII-E CONTINUED ON THE FOLLOWING PAGE

Saturday, March 19

*Differences in Work-Family Orientations Among Emerging Labor Forces in Developing Countries in the Western Hemisphere and the United States* -- Kelly C. Strong, Illinois State University; Joel D. Nicholson, Illinois State University; and Warren R. Nielsen, Illinois State University

F. Topic: Research Issues / Techniques

Facilitator: Judith Kenner Thompson, University of New Mexico

*The SIM Researcher's Responsibility: Objective Observer or Active Advocate?* --  
Maureen P. Bezold, Virginia Tech University, and William B. Lamb, Virginia

Tech University

*Candor and Privacy Without Deception in Applied Business Ethics Research: An  
Empirical Assessment of the Unmatched Count Technique* -- Dan R. Dalton,  
Indiana University, and Catherine M. Daily, Ohio State University

University

*A Decision Tree for Strategy Selection in Cases of Cross-Cultural Ethical  
Conflict* -- John Kohls, Gonzaga University, and Paul Buller, Gonzaga

G. Topic: Political Strategy

Facilitator: Lee Burke, George Washington University

*Internal Conflicts in the Formulation of Political Strategies Within Diversified  
Firms* -- Brian Shaffer, University of Kentucky

*International Political Activity, Investment, and Integration Substrategies: How  
Firms in a Global Industry Create and Sustain Competitive Advantage* -- Julius H.  
Johnson, Jr., University of Missouri - St. Louis

*Corporate Political Strategy in Nonprofit Organizations* -- Barbara Bigelow, Clark  
University; Melissa Middleton Stone, Boston University; and Margaret Arndt,  
Clark University

H. Topic: Corporate Social Performance and Markets

Facilitator: Dick Dailey, Montana State

*Does the Market Penalize Firms for Socially Irresponsible Behavior?* -- Jeffrey S.  
Frooman, University of Pittsburgh

*Social Investment Firms: Their Purposes, Principles, and Investment Criteria* --  
William A. Sodeman, Marquette University, and Archie B. Carroll, The

University of Georgia

*Business Level Strategies and Corporate Social Performance: An Empirical  
Examination* -- Roy L. Simerly, East Carolina University, and Anisya Thomas,  
Florida International University

Saturday, March 19

**11:30 am - 1:00 pm** Lunch on your own

**1:00 am - 4:30 pm** SESSION VIII: Conversations (for those interested)

*"A WALK ON THE BEACH"* (1:00, Woodward)  
Chair: Donna Wood, University of Pittsburgh

*CASEWRITERS' WORKSHOP* (1:00, Bayley's Baroney)  
Chair: Tim Edlund, Morgan State University

**D.R.O.N.E. (1:00, Fairfield)**  
Chair: Lori Verstegen Ryan, University of Washington

**B.E.T.S. (2:45, Woodward)**  
Co-Chairs: Beverly A. Smith, Boston College  
William A. Sodeman, Marquette University

**TRANSFORMING CORPORATE GOVERNANCE: THE SOUTH AFRICAN  
BROADCASTING COMPANY [Case Materials] (2:45, Bayley's Baroney)**  
Chair: Karen Paul, Florida International University

**VOICES (2:45, Fairfield)**  
Chair: Terri Egan, University of California - Irvine

**4:30 pm - 6:00 pm**  
Leamington Ballroom

**SESSION IX: Business Meeting**  
Presiding: Steve Brenner, Portland State University  
1993-94 President, IABS

**6:00 pm - 7:30 pm**

**SESSION X: Showcase Papers, Workshop & Symposium**

Woodward

A. Topic: Uses of Media  
Chair: Lori Verstegen Ryan, University of Washington

***A Comparative Analysis of the Advocacy Advertising Practices of Foreign-Owned  
Versus Domestic Corporations*** -- Craig Fleisher, Wilfrid Laurier University, and  
Stephen B. Preece, Wilfrid Laurier University

**SESSION X-A CONTINUED ON THE FOLLOWING PAGE**

Saturday, March 19

***Can Business Ethics Be Taught on Television?*** -- Richard E. Wokutch, Virginia  
Tech University, and Francis M. Frey, Virginia Tech University

Fairfield

B. Workshop Topic: ***"Real-Time" Case Study*** (by invitation)  
Co-Chairs: Jeff Lenn, George Washington University  
John Mahon, Boston University

Palmetto Room

C. Symposium Topic: ***Exploring the Tensions of Business and Society -- Justice,  
Ideology, and Boundaries***  
Chair: Jean Mannheimer Forray, University of Massachusetts  
Presenters: J. Michael Cavanaugh, Fairfield University  
Anshuman Prasad, University of Massachusetts

Capt. Jack Stoney's

D. Topic: Business-Government Relations

Chair: Barry Castro, Grand Valley State University

*The Business-Government Interface: A Neo-Institutional Analysis* -- Gerald D. Keim, Texas A&M University, and Amy Hillman, Texas A&M University

*Dividing the Spoils: Industry Political Strategies in Competitive Policy Settings* -- Lee Burke, George Washington University, and William Scott Brickner,

Brickner Research

**8:00 pm - 10:00 pm**  
Bashead Deck

IABS Banquet: Low Country Cookout

## Sunday, March 20

**7:30 am**  
Leamington Foyer

Continental Breakfast

**8:00 am - 9:30 am**  
Leamington Ballroom

SESSION XI: Interactive Roundtables

A. Topic: Organizational / Managerial Ethics  
Facilitator: John Dienhart, St. Cloud State University

*Action Inquiry: An Empirical Spirituality for Learning Organizations* --Eugene L. Donahue, Creighton University

*Ethical Perceptions of Business Practices: Differences Between Majority and Minority Views* -- Timothy W. Edlund, Morgan State University, and Van Sriram, Morgan State University

B. Topic: Philanthropy  
Facilitator: Sandra Waddock, Boston College

*The Caring Organization: Inquiry and Advocacy* -- Judith White, Loyola Marymount University

*Toward a Theory of Firm Philanthropy: The Institutionalization of a Firm Philanthropy Program* -- Raymond E. Jones, University of Pittsburgh

Philanthropy

*Business Philanthropy: A Study of Indiana Business Contributions to Community Service* -- Dwight F. Burlingame, Indiana University Center on

C. Topic: European Environmentalism  
Facilitator: Bill Martello, University of Calgary

*Identifying British Firms Most Admired for Environmental Responsibility* -- Leo V. Ryan, DePaul University

*What Does British Business Understand By Corporate Social and Environmental Responsibility?* -- Sean Hamil, University of Newcastle Upon Tyne

*Strategic Environmental Management: Toward a Model of Nordic Multi-Sectoral Environmentalism* -- Minna Halme, University of Tampere, and Mark Starik, George Washington University

**SESSION XI CONTINUED ON THE FOLLOWING PAGE**

Sunday, March 20

D. Topic: Work, Labor and the Firm  
Facilitator: Denis Collins, University of Wisconsin - Madison

*An Economic and Moral Analysis of the Firm* -- John Dobson, California Polytechnic State University San Luis Obispo

*Power, Risk, and Responsibility: A Historical Analysis of the Relationship Between Labor and Capital* -- Bruce C. Skaggs, Pennsylvania State University

*Meaningful Work in the Modern Business Hierarchy* -- Norman E. Bowie, University of Minnesota

E. Topic: Current Topics of Interest  
Facilitator: Nancy Kurland, University of Southern California

*Health Care Reform in the United State and the United Kingdom* -- Barbara Bigelow, Clark University; Elizabeth W. Michael, Texas Tech University; and Grant Savage, Texas Tech University

*Determinants of Corporate Misconduct: Examining Environmental Racism* -- Kathleen Rehbein, Marquette University

*Colorado's Amendment Two Debate: A Legal and Political Analysis* -- John M. Holcomb, University of Denver

F. Topic: Boycotts  
Facilitator: Mary Mallott, George Washington University

*Consumer Boycotts as Collective Action* -- Sandra L. Christensen, Eastern Washington University

*Managerial Strategies Regarding Consumer Boycotts* -- D. Kirk Davidson, Mount Saint Mary's College

University

*The Sources and Implications of Effective Local Boycotts* -- Dennis J. Gayle, Florida International University, and Karen Paul, Florida International

G. Topic: Social and Financial Performance  
Facilitator: Phil Cochran, Pennsylvania State University

*Measuring Corporate Social Performance* -- William B. Lamb, Virginia Tech

*On the Elusive Link Between Corporate Social and Financial Performance: A Test of Chickens and Eggs* -- Sara A. Morris, Old Dominion University

**SESSION XI-G CONTINUED ON THE FOLLOWING PAGE**

Sunday, March 20

*The Association Between Corporate Social Responsibility and Financial Performance: The Paradox of Social Cost* -- Moses L. Pava, Yeshiva University, and Joshua Krausz, Yeshiva University

H. Topic: Changing Business-Government Relations  
Facilitator: Craig Dunn, San Diego State University

*Defense Conversion: A New Chapter in the Relationship Between Business and Government* -- Peggy Sue Heath, University of Washington

*The Right to Private Property and Its Limits: The Permissibility of Taxation to Meet Needs* -- Gillian Brock, The University of Auckland

*The Effect of Social Regulation on Business Global Competitiveness: A Contingency Approach* -- Carol A. Munroe-Sanchez, Southern Illinois University - Carbondale, and William McKinley, Southern Illinois University - Carbondale University -

J. Topic: Teaching Business and Society  
Facilitator: Larry Lad, Butler University

*Reengineering Undergraduate Management Education* -- James C. Tatum, Henderson State University; Calvin Shipley, Henderson State University; and Robert C. Fisher, Henderson State University

*From Dominance Learning to Learning Alliances: Teaching Methods and Curriculum to Improve the Relationship Between Business Curriculum and a Turbulent Society* -- Pierre d'Aragnon, Universite du Quebec a Montreal; Robert Poupart, Universite du Quebec a Montreal; and Paul Dell'Aniello, Universite du Quebec a Montreal

*Business and Society Education: A Supplemental Approach* -- Reginald A. Litz, University of Pittsburgh

**9:30 am - 10:00 am** Break  
Lower Hallway

Sunday, March 20

**10:00 am - 11:30 am**      **SESSION XII: Showcase Papers & Symposia**

Woodward

A. Symposium Topic: ***Trust and Trust Building Processes***

Chair: Peter Smith Ring, Loyola Marymount University

Presenters: Jerry Calton, University of Hawaii, Hilo  
Gilles Van Wijk, Groupe ESSEC

Discussants: John Dobson, California Polytechnic State University - San Luis  
Obispo  
Judith White, Loyola Marymount University

Fairfield

B. Topic: Transnational Ethics

Chair: Ryh-Song Yeh, Pennsylvania State University

***The Importance of the Structural Features of Moral Systems for International  
Business Ethics*** -- George G. Brenkert, The University of Tennessee-Knoxville

***"Hypernorms" and Integrative Social Contracts Theory*** -- Don Mayer, Oakland  
University

Bayley's Baroney

C. Topic: Environmental Management

Chair: Leanne McGrath, University of South Carolina - Aiken

***Environmental Marketing Programs: Closing the Expectation Gap*** -- Philippa K.  
Wells, University of Waikato

***Taking Blame or Shifting Blame: An Empirical Analysis of Press Release  
Attributions in Environmentally Sensitive Industries*** -- Susan B. Hughes, Butler  
University, and Lawrence J. Lad, Butler University

Capt. Jack Stoney's

D. Topic: Corporate Social Performance

Chair: Lincoln Diehl, Center for Middle Eastern Management Studies

***Stakeholder Expectations to Corporate Boards*** -- Morten Huse, Nordland  
Research Institute

***A Place on the Periphery: Examining the Irrelevance of Corporate Social  
Performance to Management Practice*** -- Craig Fleisher, Wilfrid Laurier  
Grant Miles, Wilfrid Laurier University

University, and

Sunday, March 20

**11:45 am - 1:00 pm**

Leamington Ballroom

**SESSION XIII: Reflective Panel & Concluding Comments**

Chair: Doug Nigh, University of South Carolina

Panel: Dick Dailey, Montana State University

John Dienhart, St. Cloud State University

Ron Duska, Rosemont College

Patricia Kelley, Western Washington University

Nancy Kurland, University of Southern California

**1:00 pm**

Adjourn

SEE YOU IN VIENNA!