

THE EIGHTH ANNUAL MEETING OF THE

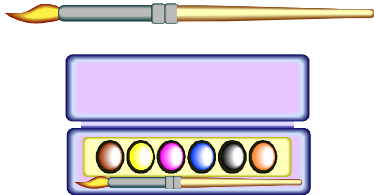
**INTERNATIONAL
ASSOCIATION
FOR
BUSINESS
AND
SOCIETY**

**Sandestin Beach
Hilton golf and
Tennis Resort
Destin, Florida, USA**

March 6-9, 1997

Thoughts and Thanks from the Program Chair

As the reality of accepting the task of serving IABS as the 1997 Conference Program Chair sinks in, it is obvious to me that developing a conference program is more an art than a science. Thus, I begin to understand -- loosely -- what a painter may experience in creating a work of art. Whether the 1997 IABS conference should hang in The Louvre of conference programs or be sold at the Starving Artists sale in a hotel lobby -- that I leave to my critics. Nonetheless, a painting has been created.




Last fall, I assumed the mantle of a painter and stood before the empty canvas -- the meeting rooms at the Sandestin Hilton and the days and times set aside for the conference. Waiting. Waiting for the paint, the brush and, most critical, the inspiration. The materials and the illumination arrived via the words of wisdom from past IABS program chairs, the proposals submitted, the reviewers' evaluations, and countless informal conversations with people genuinely interested in helping the 1997 conference become a masterpiece.

What follows is my best effort to this point toward becoming an artist, at least a conference program chair artist. I recall finding it somewhat amusing to read in books and articles the statement: I wish to thank so-and-so for their assistance but all flaws or weaknesses in this work are mine, the author. Now I understand that statement and wish to echo those sentiments. For the good that is in the program, I humbly thank all who enabled it to transform from vague concepts and wishful ideas into a conference program work of art; for the weaknesses in the program, I take responsibility and only hope to be able to pass along my vast experience of "what not to do" to future IABS program chairs.

As I mixed the paints and wielded the brush, the canvas exploded and images appeared. Whether interpreted as realism or impressionistic art, diversity in color and brush strokes became evident. IABS is truly international. Fourteen countries are represented on the 1997 program. IABS is truly an association of scholars. Doctoral students to emeritus faculty and business school deans are participating this year. IABS is truly business meeting society. The place of business in society is probed and scrutinized in workshop, symposia, innovative-format, discussion and paper presentation sessions.

As with any artist, one is influenced by other master artists. Canvases from past IABS conferences painted by skilled past program chairs provide an excellent framing for this year's program. Returning again to the canvas are the New Student Network, pre-conference activities, the Saturday banquet, open sessions for informal and impromptu discussions, a display for publications and information relevant to our field, and an emphasis upon innovation and creativity as the signature of IABS -- one of the key reasons for its inception.

Setting the imagery aside, I wish to acknowledge in deepest appreciation a number of people who offered great assistance in developing the program. As I recalled the names and actions of these people, foremost in my mind was the incredibly wonderful experience as a program chair who asked over and over again: "Can you help me?" What a joy it has been to hear: "Of course" replied by those asked.

 Jeanne Logsdon, thank you. It was important to me that I "follow" you through the ranks of IABS leadership. You were ALWAYS there for me.

- ☞ Virginia Gerde and Tim Rowley, thank you. The doctoral students I never had. You accepted your roles as Program Chair's Assistants and were invaluable.
- ☞ Patsy Lewellyn, thank you. As Treasurer you were the keeper and provider of essential financial and membership information.
- ☞ Jeff Lenn, thank you. Your suggestion to serve as a Session Facilitator trainer was appreciated, making a significant contribution to the conference.
- ☞ Lee Burke, thank you. Providing us with the inspiration and creative talent and perseverance for the 1997 IABS t-shirts!
- ☞ Mark Cordano and John Mahon, thank you. Your support of the New Student Network is an important service to IABS.
- ☞ Valerie Mock, Karen Paul, Kelly Strong, thank you. Attempting to coordinate a pre-conference activity is a huge challenge. You accepted the task gracefully.
- ☞ Kathy Rehbein, thank you. While much of your work as *Proceedings* editor lies ahead of you, it has been enjoyable to be re-united with a former colleague.
- ☞ Larry Lad and Linda Trevino, thank you. Although at the time of this writing I really have no idea what you have planned for Thursday's reception, I sincerely appreciate your willingness to provide an environment where IABSers, "new" and "old," may feel more "welcomed."
- ☞ Bill Sodeman, thank you. Assuming the often behind-the-scenes task as roommate roster coordinator was a great help.
- ☞ Kathy Getz, thank you. Your dedication and patience as newsletter editor was appreciated.
- ☞ all Session Facilitators, thank you. Learning about which session is what and how it is to be administered was confusing yet exciting to all of us as IABS continues to stress innovation and creativity at its annual meetings.
- ☞ to the countless dozens of others, thank you. Friends, co-authors, colleagues, friendly adversaries, acquaintances, yet-to-be-found friends, I wish I had the opportunity in Destin to personally thank each of you. I imagine I will be a little less distracted next year, so until then



FINAL Conference Schedule
1997 IABS Conference, March 6-9, Destin, FL, USA
Jim Weber, Program Chair

WEDNESDAY, MARCH 5, 1997

4:00 - 7:00 P.M. - Conference Registration - lobby level reception area

THURSDAY, MARCH 6, 1997

PRE-CONFERENCE ACTIVITIES

8:30 A.M. - 1:30 P.M. - Habitat for Humanity - leave from hotel

9:30 A.M. - 1:30 P.M. - Tour of Seaside - leave from hotel

10:00 A.M. - 12:00 P.M. - Virtual Ecological Field Trip - *Amelia A*

8:30 A.M. - 5:30 P.M. - Conference registration - lobby level reception area

2:00 - 5:00 P.M. - WORKSHOP SESSIONS

Amelia A/B - Future Research on the Relationship Between Organizations and the Natural Environment: Ideas and Commitments for Special Issues of Journals, Conference Sessions, etc.

- Denis Collins, U of Wisconsin-Madison & Mark Starik, George Washington U

Marco A/B - New Directions in Business Ethics Research: Participatory Research Design Exercise

- Gary R Weaver, U of Delaware; Linda Klebe Trevino, Pennsylvania State U;
Sara A Morris, Old Dominion U.; & Randi L Sims, Nova Southeastern U

Palm Beach A - Courage Development in "Business and Society" Students and Faculty --
A Teaching Challenge

- John Jackson, Central Queensland U

Palm Beach B - Workshop Session on Collaboration Research

- Annette M Berger, U of Northern Iowa; Ann Feyerherm, Pepperdine U;
Jeanne M Logsdon, U of New Mexico; & Sandra A Waddock, Boston College

5:00 - 6:00 P.M. - INNOVATIVE SESSIONS (NOTE: Part II meets Sunday, 10:45-12:00)

Amelia A - Voices 1997: A Participatory Innovative Format Session -- Part I

- Terri Egan & Ann Feyerherm, Pepperdine U; Diane Swanson,
Robert Morris College; & Ray Jones, U of Pittsburgh

Boardroom - New (Doctoral) Students Network

- Mark Cordano, U of Pittsburgh

6:00 - 8:00 P.M. - WELCOME RECEPTION --- POOLSIDE --- ALL INVITED

- Sponsored, in part, by the McGraw-Hill Companies, Inc.

FRIDAY, MARCH 7, 1997

8:30 - 11:30 A.M. - Conference registration - meeting level reception area

8:30 A.M. - 5:30 P.M. - Publishers' and Information Display - meeting level reception area

8:00 - 8:45 A.M. - BREAKFAST --- Lobby level lounge area

9:00 - 10:30 A.M. - SYMPOSIUM & PAPER SESSIONS

Amelia A/B - **Symposia:** Women as (Ad)Venturers: Accomplishments and Omissions of Entrepreneurial Women
- Mary J Mallott, George Washington U; Kathryn Balstad Brewer,
U of Minnesota; Patsy Granger Lewellyn, U of South Carolina at Aiken; & Jeannette M
Oppedisano, Skidmore College

Palm Beach A - **Symposia:** When Markets and Hierarchies Fail: The Politics and Ethics of Collaboration Within
Organizations, Between Organizations, and Between Organizations and Their Stakeholders
- Juha Nasi, U of Jyvaskyla; Nelson Phillips, McGill U; Grant T Savage &
David Hart, Texas Tech U

Palm Beach C - **Open Forum**- topics to be posted at room

Theatre Room - **Papers on Organizational Roles and Goals**

Session Facilitator: Melissa Baucus, Utah State U

Ebbets Field and the Emergence of Social Trust: Social Capital Networks in Business and Society

- Ray Jones & Timothy J Rowley, U of Pittsburgh

The Value-Rational Organization: A Rawlsian Perspective on Structure

- Carroll U Stephens, Virginia W Gerde & Richard E Wokutch, Virginia Tech & George W Watson,

Penn State Great Valley

Regional Development as a Business and Society Paradigm

- Jean Pasquero, U of Quebec at Montreal

Palm Beach B - **Papers on Corporate Governance**

Session Facilitator: Lee Burke, George Washington U

Proposals for Reform of Corporate Boards of Directors: The Dual and Board Ombudsperson

- Lynne L Dallas, U of San Diego, School of Law

The Mystifying Boardroom: Observations from the Boardrooms in Four Small Companies

- Mats Olzon, U of Gothenburg & Morten Huse, Nordland Research Institute

Antecedents and Effects of the Orientation in the Work of Corporate Boards

- Karin Jonnergard, Matts Karreman & Claes Svensson, Lund U

Tales About Directorates - As Reported by Women Directors

- Morten Huse, Nordland Research Institute & Diana Bilimoria,
Case Western Reserve U

Friday

9:00 - 10:30 A.M. - SYMPOSIUM & PAPER SESSIONS (continued)

Palm Beach D - **Papers on Empirical Business Ethics Research**

Session Facilitator: Dawn Elm, U of St. Thomas

Rationales for Codes of Conduct: An Empirical Examination

- Philip L Cochran, John M Stevens, Edward C Peterson & Philip D Schroeder, Pennsylvania State U
An Empirical Test of Integrative Social Contracts Theory: Social Hypernorms and Individual Autonomy in
Corporate Drug Testing Programs

- Kelly C Strong, Michigan Technological U & Richard C Ringer, Illinois State U
Managing Across Cultures: A Challenge for Research and Teaching

- Gerhard Apfelthaler, Austrian Trade Commission & Matthias Karmasin, Vienna U

A Research Idea for Cross-Cultural Survey on Top Managers' Perceptions of Moral Issues in Stakeholder
Relations

- Johanna Kujala, U of Tampere

10:30 - 11:00 A.M. - REFRESHMENT BREAK - meeting level reception area

- Sponsored, in part, by South-Western College Publishing

11:00 A.M. - 12:30 P.M. - A VARIETY OF SESSIONS

Amelia A/B - **Discussions on Values Research**

Session Facilitator: David J Fritzsche, Pennsylvania State U - Great Valley

Democracy, Plutocracy, and the Market: Whose Values Count?

- Sandra L Christensen, Eastern Washington U

Free Loans as a Response to Modern Usury: The Jewish "Conflict of Interest"

- Martin Lewison, U of Pittsburgh

Isolating Religious Beliefs that Might Affect Managerial Decision Making: An Initial Analysis

- Harry J Van Buren III & Bradley R Agle, U of Pittsburgh

Value Expression and Value Suppression at Work: Implications for Ethical Behavior

- Jon P Briscoe, Boston U

Theatre Room - **Papers on the Effects of Firms' Performance**

Session Facilitator: Sandra Waddock, Boston College

Managerial Trustworthiness: An Empirical Examination of the Relationship Between Managerial Equity and Firm
Performance

- Craig P Dunn, San Diego State U

Does the Market Punish Enough? An Examination of the Evidence from Market Reactions to Corporate
Wrongdoing

- Shawn Berman, U of Washington

Linking Corporate Social Responsibility to Risk

- Pratima Bansal, Georgia State U & Iain Clelland, U of Tennessee

Direct Examination of the Indirect Relationship Between CSR and Financial Performance

- Craig B Caldwell, U of Pittsburgh

Palm Beach C - **Innovative Format** IABS Internet '97: A Time-Expanded Experimental Session

- William A Sodeman, U of Southern Indiana

Palm Beach D - **Symposia**: Reconstructing Positive Duty: Theory-Building Exercises

- Diane Swanson, Robert Morris College; Jerry M Calton, U of Hawaii-Hilo;

Ray E Jones, U of Pittsburgh & Richard P Nielsen, Boston College

Friday

11:00 A.M. - 12:30 P.M. - A VARIETY OF SESSIONS (continued)

Palm Beach A - **Papers on Stakeholder Management Issues**

Session Facilitator: Mark Cordano, U of Pittsburgh

The Corporation's Changing Functions Within Society and its Managerial Implications

- Sybille R Sachs, E Ruhli & Ruth Schmitt, U of Zurich

Toward Stakeholder Self-Management: Overcoming Dependencies

- Paul Steidlmeier, Binghamton U

Comparing Stakeholder Management, Issues Management, and Crisis Management: Complements, Substitutes, or Distinctions without Differences?

- Maureen P Bezold, York College of Pennsylvania & Richard E Wokutch, Virginia Tech

Understanding the Nature of Issues

- William E Martello, U of Calgary

Palm Beach B - Papers on Employee Issues I

Session Facilitator: Ann Feyerherm, Pepperdine U

Socially Responsible Businesses: Do They Treat Their Employees Well?

- Steve McMillan & Ronald Duska, The American College

The Effect of Drug-Free Workplace Programs on Employee Behavior

- Frank S Lockwood & John E Logan, U of South Carolina

Just Havin' a Ho-Ho: The Search for Additional Factors to Explain the Occurrence of Employee Theft

- Courtney Shelton Hunt & Christine M Pearson, U of North Carolina at Chapel Hill

Employment-at-Will: The Changing Tide

- Tara J Radin, U of Virginia

12:30 - 1:45 P.M. - LUNCHEON --- *Ballroom A*

2:00 - 3:30 P.M. - A VARIETY OF SESSIONS

Amelia A/B - Discussions on Natural Environment Research

Session Facilitator: Gordon Rands, Pennsylvania State U

North American Free Trade and the Environment: A Progress Report

- Jonathan P Doh, American U

Voluntary Initiatives: Expanding the Environmental Policy Toolbox?

- Sonia Labatt & Virginia W Maclaren, U of Toronto

Storytelling: A Powerful Method in Humankind's Quest for Sustainability

- W Edward Stead & Jean Garner Stead, East Tennessee State U

Theatre Room - Papers on Research in Corporate Social Responsibility

Session Facilitator: Kim Davenport, The Fielding Institute

Corporate Social Responsibility and the Environmental Agenda: The Chemical Industry in Alberta

- Gregory Richard Berry, Salem State College

Factors Influencing Corporate Reputation for Community and Environmental Responsibility

- Brad Brown, U of Virginia & Jeanne M Logsdon, U of New Mexico

Corporate Philanthropy: Sharpening a Strategic Tool

- David Saiia, U of Georgia

Managers' Social Responsibility Orientation and Network Position: A Systems Theory Explanation

- William D Oberman, U of New Mexico

Friday

2:00 - 3:30 P.M. - A VARIETY OF SESSIONS (continued)

Palm Beach A - Papers on Extensions of Stakeholder Theory

Session Facilitator: Steven Wartick, U of Missouri - Saint Louis

Broadening the Stakeholder Strategy Matrix

- Michael Jay Polonsky, U of Newcastle

Stakeholder-Agency Theory: A Critical Example and Extension

- Heather Elms, U of California at Los Angeles & Shawn Berman, U of Washington

Stakeholder Networks: Organizational Response to External Control and Managerial Philosophy

- Stephanie Welcomer, Pennsylvania State U

Where Does Stakeholder Theory Fit Among Theories of the Firm?: A Critique of Existing Theories of the Firm

- Timothy J Rowley, U of Pittsburgh

Palm Beach B - Papers on Employee Issues II

Session Facilitator: Jerry Calton, U of Hawaii - Hilo

Perceptions of Sexual Harassment as a Business Ethics Issue

Marcelline Fusilier, Claude Simpson & Carroll D Aby, Jr.,

Northwestern State U of Louisiana

Domestic Violence: Championing a Neglected Issue in the Workplace

- Courtney Shelton Hunt, U of North Carolina at Chapel Hill; Lynne M Andersson, Saint Joseph's

U; & Christine M Pearson, U of North Carolina at Chapel Hill

Giving Employees Economic Incentives to Blow the Whistle: Qui Tam Suits under the Federal False Claims Act

- David C Wyld, Southeastern Louisiana U

The Threat and Promise of Technology: Privacy and the Workplace

- Tara J Radin, U of Virginia

Palm Beach C - Innovative Format: Beach Walks: Exploring the Role of Emotion in our Lives, Classroom, and Ethics Research

- Paula L Rechner, U of Houston & Melissa S Baucus, Utah State U

Palm Beach D - Symposia: Enlivening the Business Ethics Class through Use of Video Materials

- Bradley R Agle, U of Pittsburgh; Steven Brenner, Portland State U; &

Linda Klebe Trevino, Pennsylvania State U

3:30 - 4:00 P.M. - REFRESHMENT BREAK - meeting level reception area

4:00 - 5:30 P.M. - A VARIETY OF SESSIONS

Amelia A/B - Discussions of Future Corporate Social Responsibility Research

Session Facilitator: Archie B Carroll, U of Georgia

Corporate Social Responsibility: Is Practice Leading Theory?

- James Lavelle, U of Utah & David A Whetten, Brigham Young U

Carroll's Pyramid of Corporate Social Responsibility: A New Approach

- Mark Schwartz, York U

Feminist Explorations of Corporate Social Responsibility

- Terry A O'Neill, Tulane Law School

Cross-Cultural Differences in Perceptions of Corporate Social Responsibility Beliefs and Behaviors

- Cheryl Van Deusen; Carolyn B Mueller, Ball State U; Gordon Jones &

W Gerald Glover, Hawaii Pacific U; & John Logan, U of South Carolina

Friday

4:00 - 5:30 P.M. - A VARIETY OF SESSIONS (continued)

Theatre Room - Papers on the Natural Environment

Session Facilitator: Jean Garner Stead, East Tennessee State U

An Exploratory Look at Attitudinal Inhibitors to Effective Environmental Management

- Cathy Driscoll & Michael Hingston, Saint Mary's U

Business Response to the Environmental Justice Movement

- Kathleen A Getz, American U

The Environment as a Stakeholder: A Fairness-based Approach

- Robert P Phillips & Joel E Reichart, U of Virginia

Organizational Stakeholders: Human, Natural and Spiritual Perspectives

- Mark Starik & D Jeffrey Lenn, George Washington U

Palm Beach A - Open Forum - topics to be posted at room

Palm Beach B - Papers on Organizational Ethics

Session Facilitator: Sara Morris, Old Dominion U

Postmodern (?) Ethics (?)

- Peter Dahler-Larsen, Odense U

A Case for Self-Regulation in the Financial Markets: A Perspective on Improving Ethical Behavior

- A Scott Carson, Wilfred Laurier U

Integrated Ethics and Governance Systems: Ethics Systems with Reporting Responsibilities to Both CEOs and Boards of Directors

- Richard P Nielsen, Boston College

Just Do It: A Bad Attitude, A Bad Idea

- John Havran, Regulator Press Inc.

Palm Beach C - Discussions on Innovative Research Methods

Session Facilitator: Lawrence Lad, Butler U

Redefining the Social Audit: A Social Assessment Approach

- Clive Muir, New Mexico State U

Analyzing, Managing, and Researching Stakeholders: Development of a New Computer Tool

- Ronald K Mitchell, U of Victoria & Bradley R Agle, U of Pittsburgh

The Internet and the Social Issues Researcher: A Discussion of the Possibilities

- William B Lamb, Millsaps College & Maureen P Bezold,
York College of Pennsylvania

Are Women Really More Ethical Than Men? Maybe It Depends on the Situation

- James J Hoffman & Chris Robertson, Florida State U

Palm Beach D - Open Forum - topics to be posted at room

6:00 P.M. - DINNER ON YOUR OWN

6:00 - 9:00 P.M. - NEW (DOCTORAL) STUDENT & PAST PRESIDENTS RECEPTION
& DINNER --- Ballroom D

6:00 - 9:00 P.M. - I.A.B.S. EXECUTIVE COMMITTEE MEETING --- Boardroom

SATURDAY, MARCH 8, 1997

8:30 A.M. - 1:30 P.M. - Publishers' and Information Display - meeting level reception area

8:00 - 9:00 A.M. - BREAKFAST --- Ballroom A

9:00 - 10:15 A.M. - DISCUSSION AND INNOVATIVE SESSIONS

Amelia A/B - Discussions on Issues in the Natural Environment and Marketing

Session Facilitator: Kirk Davidson, Mount Saint Mary's College

Including Stakeholders in the New Product Development Process for Green Products

- Michael Jay Polonsky, U of Newcastle & Jacquie Ottman, New York U

Barking Up the Wrong Tree: Green Product Failure and New Patterns of Consumption in the Italian Market
- Fabrizio M Pini, U Cattolica-Milano & Carlo Savazzi, U L. Bocconi

Sustainable Retailer Strategies

- Pratima Bansal, Georgia State U & William Kilbourne, Sam Houston State U

*Marco A/B - **Symposia:** Business and Society Curriculum at the Crossroads: Visioning a Positive Future*

- Sandra A Waddock, Boston College; Lawrence J Lad, Butler U; Gerald Fryxell,

U of Tennessee; D. Jeffrey Lenn, George Washington U; John Holcomb, U of Denver; Denis Collins,

U of Wisconsin; & Dawn Elm, U of St. Thomas

*Palm Beach A - **Discussions on International Research and Teaching Issues***

Session Facilitator: Douglas Nigh, U of South Carolina

Social Networks and International Business in Less Developed Countries (LDC)

- Timothy J Rowley, U of Pittsburgh

A Resource Market Approach to Micro and Small Enterprise Development

- Sanjay Sharma & Anika Saint-Cyr, Saint Mary's U

Creating an International Study Trip for Students

- Lance B Kurke, Duquesne U

*Palm Beach B - **Discussions on Empirical Employee Issues Research***

Session Facilitator: Julius Johnson, U of Missouri at Saint Louis

Learning Disabilities and the Distribution of Business Resources: A Strategy for Integrating Organizational Justice into Business and Society Inquiry

- Virginia W Gerde, Virginia Tech & Ray Jones, U of Pittsburgh

Have Employees Lost Stakeholder Status? An Exploratory Analysis of Corporate Programs and Social Issues

- Kelly C Strong, Michigan Technological U & Richard C Ringer, Illinois State U

Sexual Harassment in Web Chat Rooms

- Marcelline Fusilier, Penny Simpson, Carroll Aby, Jr., & Claude L Simpson,
Northwestern State U of Louisiana

*Palm Beach C - **Innovative Format:** Using CD/Web-based Cases to Strengthen the Teaching of Business Ethics*

- Tim C. Mazur, Council for Ethics in Economics & Joel Copeland,

CINergy Media Communications, Inc.

Saturday

10:15 - 10:45 A.M. - REFRESHMENT BREAK -- meeting level reception area

10:45 A.M. - 1:30 P.M. - WORKSHOP SESSIONS

Amelia A/B - Troubleshooting Community Service Projects: Improving the Delivery of Service Learning

- Susan Key, U of Alabama at Birmingham; Denis Collins, U of Wisconsin-Madison; & Brian

Shaffer, U of Maryland

Marco A/B - Development of CD-ROM-based Case and Ethical Decision Behavior Change Measurement Instrument

- Janet Gillespie, Beard Center for Leadership in Ethics

Palm Beach A - Towards Understanding Corporate Political Activity As a Source of Competitive Advantage

- Lee Burke, George Washington U; Amy Hillman, Michigan State U;

& Doug Schuler, Rice U

Palm Beach B - Social Performance Auditing

- Jon Entine, journalist; John Ruhe, Saint Mary's College; Curtis C Verschoor, DePaul U; Kim Davenport, The Fielding Institute; & Vincent Di Norcia, U of Sudbury

1:30 - 4:00 P.M. - ON YOUR OWN ---ENJOY!!!

4:00 - 5:15 P.M. - SHOWCASE SESSIONS

Marco A/B - **Symposia:** Finding a Place for Cosmology, Natural Science, and Religion in Business? Or Finding Business's Place in Cosmology, Natural Science, and Religion?

- Nancy R Kurland, U of Southern California; Diane L Swanson, Robert Morris College; William C Frederick, U of Pittsburgh; Richard O Mason, Southern Methodist U; & Ian Mitroff, U of Southern California

Palm Beach C/D - **Symposia:** Doing Research in Business-Government Strategic Interaction: Research Questions, Methodology, and Analyses

- Amy J Hillman, Michigan State U; Lee Burke, George Washington U; Doug Schuler, Rice U; Brian Shaffer, U of Maryland; Mike Lord, U of North Carolina; & Steve Brenner, Portland State U

5:30 - 6:30 P.M. - I.A.B.S. BUSINESS MEETING --- *Palm Beach B/C/D*

6:30 - 7:00 P.M. - PRE-BANQUET RECEPTION --- *Ballroom Foyer*

- Sponsored, in part, by SAGE Publications, Inc.

7:00 - 8:30 P.M. - BANQUET --- *Ballroom C/D*

SUNDAY, MARCH 9, 1997

8:00 - 8:45 A.M. BREAKFAST --- on your own

9:00 - 10:30 A.M. - PAPERS AND SYMPOSIA SESSIONS

Amelia A/B - **Papers on Using Case Studies**

Session Facilitator: Vince Di Norcia, U Sudbury

The Rise and Fall of "Dr. Culture"

- Juha Nasi & Salme Nasi, U of Jyvaskyla; & Grant T Savage, Texas Tech U

Legal Behavior Or Investor Deception: A Stock Issue and Merger Case in Finland

- Juha Nasi & Salme Nasi, U of Jyvaskyla; & Grant T Savage, Texas Tech U

The Body Shop International: A Teaching Case

- John M Holcomb & Bruce R Hutton, U of Denver

Marco A/B - **Papers on Business-Government Relations and Public Affairs**

Session Facilitator: Karen Schnietz, Rice U

An Exploratory Analysis of How Manufacturing Industries Influenced the Uruguay Round of GATT

- Kathleen Rehbein, Marquette U & Doug Schuler, Rice U

Probing the Challenges of Epstein's *The Corporation in American Politics*: Lessons from One Empirical Study

- Steven N Brenner, Portland State U & Edwin M Epstein, Saint Mary's College (CA)

The Public Affairs Function in French Firms

- Mourad Attarca, Ecole des Hautes Etudes Commerciales

Outsourcing: New Opportunities for the External Affairs Function

- Jennifer J Griffin & James E Post, Boston U

Palm Beach A - Papers on Ethical Decision Making

Session Facilitator: Craig Dunn, San Diego State U

The Effect of Organizational Forces on Individual Morality: Judgment, Moral Approbation and Behavior

- Thomas M Jones, U of Washington & Lori Versteegen Ryan, U of Georgia

Dishonesty in Organizations: A Definition and Model for Research

- Elizabeth D Scott, Pennsylvania State U & Karen A Jehn, U of Pennsylvania

Top Managers' Perceptions of Moral Issues in Stakeholder Relations

- Johanna Kujala, U of Tampere

Strategy, Structure and the Management of Values

- Bryan W Husted, Instituto de Empresa

Palm Beach C - Papers on Societies in Economic Change

Session Facilitator: Mary Mallott, George Washington U

Business-Government Relations for Recently Privatized Companies

- Carsten Greve, Aalborg U

The Social Fallout from Privatisation's Promise in the Russian Republic of Tatarsan

- Irina Naoumova, Kasan State U & Jerry Fryxell, U of Tennessee

Corporate Governance in Transition Period: Case of Czech Republic

- Milan Maly, U of Economics Prague

Economic Integration and Disintegration in Europe and North America: Implications for the U.S.-based

Corporate Government Relations/Public Affairs Function

- Jonathan P Doh, American U

Sunday

9:00 - 10:30 A.M. - PAPERS AND SYMPOSIA SESSIONS (continued)

Palm Beach B - Symposia: Extensions on William C Frederick's New Book

Session Facilitator: William A Sodeman, U of Southern Indiana

Does Primate Behavior Provide Clues to the Origins of Justice in the Human Species?

- Valerie Mock, Fort Valley State U

Reflections on Frederick's New Normative Synthesis?

- John R Danley, Southern Illinois U at Edwardsville

Second (and Third) Thoughts

- William C Frederick, U of Pittsburgh

10:45 A.M. - 12:00 P.M. - PAPER AND INNOVATIVE SESSIONS

Amelia A/B - Papers on Individuals in Organizations

Session Facilitator: Lori Versteegen Ryan, U of Georgia

Collaboration and Synergistic Leadership: Creating the Capacity to Address System-wide Problems

- Annette M Berger, U of Northern Iowa

Changing Boundaries of the Firm -- Directors as Owners' Activists

- Karin Jonnergard, Matts Karreman & Claes Svensson, Lund U

Cooperation with the Disempowered: The Success of Participatory ESOP Programs in the United States

- Richard Marens & Andrew Wicks, U of Washington

Marco A/B - Papers on Social Investing

Session Facilitator: Karen Paul, Florida International U

Stakeholder Theory and Socially Responsible Investing: Toward a Convergence of Theory and Practice

- Steven Lydenberg, Kinder, Lydenberg, Domini, Inc. & Karen Paul,
Florida International U

The Controversy and Future of Social Investing

- William Smith, Towson State U

Palm Beach A - Papers on Research Involving Women's Issues

Session Facilitator: Patsy Granger Lewellyn, U of South Carolina at Aiken

Women and Leadership: Classical Studies with Contemporary Lessons

- Donna M Trent, Heather Dixon & Kimberly Faunce, Eckerd College

Spirituality and Ethics for Women in the Work Place

- John Ruhe & Jerome McElroy, Saint Mary's College

Palm Beach B - Innovative-Format Session (NOTE: Part I met Thursday, 5:00-6:00 P.M.)

Voices 1997: A Participatory Innovative Format Session -- Part II

- Terri Egan & Ann Feyerherm, Pepperdine U; Diane Swanson, Robert Morris College; & Ray Jones,
U of Pittsburgh

Palm Beach C - Open Forum - Thoughts on Future IABS meetings -- informal discussion

12:00 NOON - Adjournment / Check-out --- ***** SEE YOU IN 1998 *****

9th annual IABS conference
Big Island of Hawaii -- June 1998
MARK YOUR CALENDARS NOW !!!!
More information on IABS-Listserver and IABS newsletter

1997 CONFERENCE PROGRAM PARTICIPANTS

Aby, C - Fri, 2:00pm
Agle, B - Fri, 11:00am, 2:00pm, 4:00pm
Andersson, L - Fri, 2:00pm
Apfelthaler, G - Fri, 9:00am
Attarca, M - Sun, 9:00am
Bansal, P - Fri, 11:00am, Sat, 9:00am
Baucus, M - Fri, 9:00am, 2:00pm
Berger, A - Thur, 2:00pm, Sun, 10:45am
Berman, S - Fri, 11:00am, 2:00pm
Berry, G - Fri, 2:00pm
Bezold, M - Fri, 11:00am, 4:00pm
Bilimoria, D - Fri, 9:00am
Brenner, S - Fri, 2:00pm, Sat, 4:00pm,
Sun, 9:00am
Brewer, K - Fri, 9:00am
Briscoe, J - Fri, 11:00am
Brown, B - Fri, 2:00pm
Burke, L-Fri, 9:00am, Sat, 10:45am, 4:00pm
Caldwell, C - Fri, 11:00am
Calton, J - Fri, 11:00am, 2:00pm
Carroll, A - Fri, 4:00pm
Carson, S - Fri, 4:00pm
Christensen, S - Fri, 11:00am
Clelland, I - Fri, 11:00am
Cochran, P - Fri, 9:00am
Collins, D-, Thu 2:00pm, Sat 9:00am,
10:45am
Copeland, J - Sat, 9:00am
Cordano, M - Thur, 5:00pm, Fri, 11:00am
Dahler-Larsen, P - Fri, 4:00pm
Dallas, L - Fri, 9:00am
Danley, J - Sun, 9:00am
Davenport, K - Fri, 2:00pm, Sat, 10:45am
Davidson, K - Sat, 9:00am
DiNorcia, V - Sat, 10:45am, Sun, 9:00am
Dixon, H - Sun, 10:45am
Doh, J - Fri, 2:00pm, Sun, 9:00am
Driscoll, C - Fri, 4:00pm
Dunn, C - Fri, 11:00am, Sun, 9:00am
Duska, R - Fri, 11:00am
Egan, T - Thur, 5:00pm, Sun, 10:45am
Elm, D - Fri, 9:00am, Sat, 9:00am
Elms, H - Fri, 2:00pm
Entine, J - Sat, 10:45am
Epstein, E - Sun, 9:00am
Faunce, K - Sun, 10:45am
Feyerherm, A - Thur, 2:00pm, Thur,
5:00pm, Fri, 11:00am, Sun, 10:45am
Frederick, W - Sat, 4:00pm, Sun, 9:00am
Fritzsche, D - Fri, 11:00am
Fryxell, G - Sat, 9:00am, Sun, 9:00am
Fusilier, M - Fri, 2:00pm, Sat, 9:00am
Gerde, V - Fri, 9:00am, Sat, 9:00am
Getz, K - Fri, 4:00pm
Gillespie, J - Sat, 10:45am
Glover, G - Fri, 4:00pm
Greve, C - Sun, 9:00am
Griffin, J - Sun, 9:00am
Hart, D - Fri, 9:00am
Havran, J - Fri, 4:00pm
Hillman, A - Sat, 10:45am, 4:00pm
Hingston, M - Fri, 4:00pm
Hoffman, J - Fri, 4:00pm
Holcomb, J - Sat, 9:00am, Sun, 9:00am
Hunt, C - Fri, 11:00am, 2:00pm
Huse, M - Fri, 9:00am
Husted, B - Sun, 9:00am
Hutton, B - Sun, 9:00am
Jackson, J - Thur, 2:00pm
Jehn, K - Sun, 9:00am
Johnson, J - Sat, 9:00am
Jones, G - Fri, 4:00pm
Jones, R - Thur, 5:00pm, Fri, 9:00am,
11:00am, Sat, 9:00am, Sun, 10:45am
Jones, T - Sun, 9:00am
Jonnergard, K - Fri, 9:00am, Sun,
10:45am
Karmasin, M - Fri, 9:00am
Karreman, M - Fri, 9:00am, Sun,
10:45am
Key, S - Sat, 10:45am
Kilbourne, W - Sat, 9:00am
Kujala, J - Fri, 9:00am, Sun, 9:00am
Kurke, L - Sat, 9:00am
Kurland, N - Sat, 4:00pm
Labatt, S - Fri, 2:00pm
Lad, L - Fri, 4:00pm, Sat, 9:00am
Lamb, W - Fri, 4:00pm
Lavelle, J - Fri, 4:00pm
Lenn, J - Fri, 4:00pm, Sat, 9:00am
Lewellyn, P - Fri, 9:00am, Sun, 10:45am
Lewison, M - Fri, 11:00am
Lockwood, F - Fri, 11:00am
Logan, J - Fri, 11:00am, 4:00pm
Logsdon, J - Thur, 2:00pm, Fri, 2:00pm
Lord, M - Sat, 4:00pm
Lydenberg, S - Sun, 10:45am
Maclaren, V - Fri, 2:00pm
Mallott, M - Fri, 9:00am, Sun, 9:00am
Maly, M - Sun, 9:00am

Marens, R - Sun, 10:45am
Martello, W - Fri, 11:00am
Mason, R - Sat, 4:00pm
Mazur, T - Sat, 9:00am
McElroy, J - Sun, 10:45am
McMillan, S - Fri, 11:00am
Mitchell, R - Fri, 4:00pm
Mitroff, I - Sat, 4:00pm
Mock, V - Sun, 9:00am
Morris, S - Thur, 2:00pm, Fri, 4:00pm
Mueller, C - Fri, 4:00pm
Muir, C - Fri, 4:00pm
Naoumova, I - Sun, 9:00am
Nasi, J - Fri, 9:00am, Sun, 9:00am
Nasi, S - Sun, 9:00am
Nielsen, R - Fri, 11:00am, 4:00pm
Nigh, D - Sat, 9:00am
O'Neill, T - Fri, 4:00pm
Oberman, W - Fri, 2:00pm
Olzon, M - Fri, 9:00am
Oppedisano, J - Fri, 9:00am
Ottman, J - Sat, 9:00am
Pasquero, J - Fri, 9:00am
Paul, K - Sun, 10:45am
Pearson, C - Fri, 11:00am, 2:00pm
Peterson, E - Fri, 9:00am
Phillips, N - Fri, 9:00am
Phillips, R - Fri, 4:00pm
Pini, F - Sat, 9:00am
Polonsky, M - Fri, 2:00pm, Sat, 9:00am
Post, J - Sun, 9:00am
Radin, T - Fri, 11:00am, 2:00pm
Rands, G - Fri, 2:00pm
Rechner, P - Fri, 2:00pm
Rehbein, K - Sun, 9:00am
Reichart, J - Fri, 4:00pm
Ringer, R - Fri, 9:00am, Sat, 9:00am
Robertson, C - Fri, 4:00pm
Rowley, T - Fri, 9:00am, 2:00pm,
Sat, 9:00am
Ruhe, J - Sat, 10:45am, Sun, 10:45am
Ruhli, E - Fri, 11:00am
Ryan, L - Sun, 9:00am, 10:45am
Sachs, S - Fri, 11:00am

Saiia, D - Fri, 2:00pm
Saint-Cyr, A - Sat, 9:00am
Savage, G - Fri, 9:00am, Sun, 9:00am
Savazzi, C - Sat, 9:00am
Schmitt, R - Fri, 11:00am
Schnietz, K - Sun, 9:00am
Schroeder, P - Fri, 9:00am
Schuler, D - Sat, 10:45am, 4:00pm,
Sun, 9:00am
Schwartz, M - Fri, 4:00pm
Scott, E - Sun, 9:00am
Shaffer, B - Sat, 10:45am, 4:00pm
Sharma, S - Sat, 9:00am
Simpson, C - Fri, 2:00pm, Sat, 9:00am
Simpson, P - Sat, 9:00am
Sims, R - Thur, 2:00pm
Smith, W - Sun, 10:45am
Sodeman, W - Fri, 11:00am, Sun, 9:00am
Starik, M - Thur, 2:00pm, Fri, 4:00pm
Stead, E - Fri, 2:00pm
Stead, J - Fri, 2:00pm, 4:00pm
Steidlmeier, P - Fri, 11:00am
Stephens, C - Fri, 9:00am
Stevens, J - Fri, 9:00am
Strong, K - Fri, 9:00am, Sat, 9:00am
Svensson, C - Fri, 9:00am, Sun, 10:45am
Swanson, D - Thur, 5:00pm, Fri,
11:00am, Sat, 4:00pm, Sun, 10:45am
Trent, D - Sun, 10:45am
Treviño, L - Thur, 2:00pm, Fri, 2:00pm
VanBuren, H - Fri, 11:00am
VanDeusen, C - Fri, 4:00pm
Verschoor, Sat, 10:45am
Waddock, S - Thur, 2:00pm, Fri,
11:00am, Sat, 9:00am
Wartick, S - Fri, 2:00pm
Watson, G - Fri, 9:00am
Weaver, G - Thur, 2:00pm
Welcomer, S - Fri, 2:00pm
Whetten, D - Fri, 4:00pm
Wicks, A - Sun, 10:45am
Wokutch, R - Fri, 9:00am, 11:00am
Wyld, D - Fri, 2:00pm

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