

Notes from the Program Chair

Kathy Getz,
American University

Welcome to IABS-2000. It's my pleasure to welcome you, whether you are a new friend or an old one. (Silver and gold, you know.) This year's program is filled with papers, workshops, and innovative sessions, and you are sure to find much to bemuse, challenge and delight you. I am indebted to many people in many ways, and by extension, so are you. Without their efforts, the conference would have been much different, and undoubtedly much less enjoyable. My most sincere thanks to all.

Tara Radin - Tara prepared an Access database and, over a weekend in October, typed in all the data from every submission and for every reviewer. She managed all the electronic information like a pro. On top of that, she provided invaluable help in preparing packets for reviewers and helped organize the paper and discussion sessions for the conference. She's also the person who responded to your email queries.

Cecile Betit - An IABS member for three years, Cecile is attending her first IABS conference this year. Due to the far-away locations of the 1998 and 1999 meetings, Cecile was unable to attend. Nonetheless, she was the first person to offer me help upon my election as Program Chair. Through her efforts, I met with meeting planners from the Vermont Visitors Bureau, and our Vermont conference began to take shape.

Cecile Betit, Kim Davenport and Ray Jones - Cecile, Kim and Ray worked on pre-conference activities. Cecile planned the service activity. Kim arranged the pre-conference event at Ben and Jerry's. Ray planned the unfortunately unrealized day trip to Montreal. (Unfortunately, too few people signed up to make the trip possible.)

Mark Cordano, Jonathan Doh and Brian Shaffer - Mark, Jonathan and Brian took charge of recreation and entertainment. Mark planned the Saturday afternoon ski outing to Smuggler's Notch. Jonathan planned the Saturday afternoon ice skating. Brian arranged for the musical entertainment for Saturday's dinner.

Phil Cochran - Phil posted conference materials to the IABS website and put forward the idea that someone ought to write a history of the Vermont conference.

Kelly Strong, Jonathan Doh and Virginia Gerde - Kelly, Jonathan and Virginia gave lots of help in the area of "whatever-you'd-like-me-to-do." Kelly brainstormed ideas to keep the conference from being too North American. Among other things, the country flags were his idea. Jonathan obtained the table-top country flags and carried boxes of materials from DC to Vermont. Virginia has taken on the job of writing a history of the Vermont conference. I expect she'll do a very nice job for us.

Jim Weber and Jerry Calton - Former program chairs, Jim and Jerry were always ready to give advice and support. They answered every email plea-for-help I sent out, usually within an hour

or so. And when I least expected it (but often really needed it), one or the other of them sent a short note of encouragement.

Gary and Dietr Getz - My husband Gary provided good counsel and moral support. And Dietr kept me balanced with his gentle reminders that being Mom is more important than being Program Chair.

Kogod School of Business, American University - KSB provided lots of in-kind support, including photocopying, mailing, and long-distance charges. Also the source of a wonderful staff (especially **Kim Jenkins** and **Kathryn Chavis**), an outstanding graduate assistant (**Julie Tsvetkova**), and super colleagues.

Jonathan Doh, Ray Jones and Tara Radin - Jonathan, Ray and Tara worked on-site registration.

Sarah Stanwick and Kathryn Brewer - As IABS officers, Sarah and Kathy managed their duties admirably. Sarah made sure that my accounting for the conference stayed on track, and Kathy kept tabs on membership renewals and new membership applications.

Reviewers for IABS-2000

Brad R. Agle	Kim Davenport	Nancy Kurland	Tim Rowley
Chris Allen	Kirk Davidson	Sonia Labatt	Sybille Sachs
Barbara Altman	Bryan Dennis	Lawrence Lad	David Saiia
Kenneth S. Anderson	John W. Dienhart	William B. Lamb	Linda Sama
Bruce Barry	William J. Donohar	Lise Langeland	Marshall Schminke
Melissa Baucus	Cathy Driscoll	Jeff Lenn	Douglas Schuler
Brent D. Beal	Vickie Cox Edmondson	Leon Levitt	Mark Schwartz
Suzanne Beaulieu	Dawn R. Elm	Patsy Granger Lewellyn	Elizabeth Scott
Shawn Berman	Heather Elms	Jeanne M. Logsdon	Brian Shaffer
Polly Berman	Robert W. Faaborg	Annette Lohman	Sanjay Sharma
Cecile G. Betit	Craig Fleisher	Mary J. Mallott	William Smith
Maureen Bezold	Jeff Gale	Bill Martello	Scott A. Snell
Laquita Blockson	Virginia W. Gerde	Douglas R. May	Bill Sodeman
John Boatright	Kathy Getz	Boty McDonald	Peter Stanwick
Frances E. Bowen	Daniel R. Gilbert	Jeanne M. McNett	Kelly Strong
Mary Ellen Boyle	Daniel Greening	Ron Mitchell	Diane Swanson
George Brenkert	Jennifer J. Griffin	Barry Mitnick	Linda Trevino
Steve Brenner	Laura Hartman	Sara Morris	Harry Van Buren
Ann K. Buchholtz	Sefa Hayibor	Carolyn B. Mueller	Cheryl Van Deusen
Kenneth D. Butterfield	Amy J. Hillman	Helen Juliette Muller	Sandra Waddock
Craig Caldwell	Robert Hogner	Audrey Murrell	Steven Wartick
Jerry Calton	Jacqueline N. Hood	Joel D. Nicholson	George Watson
Archie B. Carroll	Bryan Husted	Martin Nyberg	James Weber
Sandra Christensen	Michael Johnson-	Miguel R. Olivas-Lujan	David Whetton
Iain Clelland	Cramer	Deborah D. Pavelka	Monika Winn
Philip Cochran	Ray Jones	Michael Jay Polonsky	Richard Wokutch
Mark Cordano	Jim Kennelly	Kathleen Rehbein	Anna Zarkada-Fraser
Richard T. Dailey	Susan Key	Ron Roman	Stelios Zyglidopoulos

ABBREVIATED PROGRAM

THURSDAY				
	8:00-4:00	Lobby	Preconference	Rehearsal for Capitalist Pigs
	9:00-12:30	Lobby	Preconference	Ben & Jerry's Tour and Dialogue
	1:00-4:00	Lobby	Preconference	Service Project at Recycle North
	6:30-8:00	Atrium	Social	Welcome Reception
FRIDAY				
	7:45-9:00	Morrill	Social	Breakfast
	9:00-10:30	Wentworth	Papers	Linking Social and Market Performance
		Fletcher	Papers	Teaching Issues
		Jenison	Papers	Relationships with Stakeholders
		Arbor	Papers	Managerial and Organizational Ethics
		Library	Workshop	Qualitative Research Traditions in the Business and Society Field
	10:30-11:00	Lobby	Social	Snack Break
	11:00-12:30	Morrill	Workshop	Searching for a CSP-CFP Relationship
		Wentworth	Innovative	Talking their Walk
		Fletcher	Workshop	Management Education 2001
		Jenison	Papers	Environment: Case Studies
		Arbor	Papers	Political and Legal Issues
	12:30-1:45	Atrium	Social	Lunch
	1:45 -3:15	Wentworth	Roundtables	4 different tables
		Fletcher	Innovative	Living Wage
		Jenison	Papers	Individuals, Ethics, and Business
		Arbor	Symposium	Risk vs. Risk
		Library	Workshop	Parenting, Teaching and the Workplace
	3:15-3:45	Lobby	Social	Snack Break
	3:45-5:45	Wentworth/Fletcher	SHOWCASE	"Capitalist Pigs" at IABS
		Morrill	SHOWCASE	Nike and Its Critics
	6:00-7:00	Morrill	Serious Business	Annual Meeting
SATURDAY				
	7:45-9:00	Morrill	Social	Breakfast
	9:00-10:30	Wentworth	Innovative	Building Community through Socially Responsive Lending
		Fletcher	Roundtables	4 different tables
		Jenison	Papers	Women in the Workplace
		Arbor	Papers	Stakeholder Identification, Classification and Measurement
		Library	Workshop	Management Code of Ethics and Collegial Professionalism
	10:30-11:00	Lobby	Social	Snack break
	11:00-1:00	Morrill	Workshop	Empirical Research in Business Ethics
		Wentworth	Innovative	Authors' Forum: Corporate Citizenship
		Fletcher	Innovative	Divine Right of Capital
		Jenison	Workshop	Letter to the WTO on Trade and the Environment
		Arbor	Innovative	Making a Silk Purse Out of a Sow's Ear
		Library	Workshop	Constructions of the Self

	1:00-6:00		Social	Free time
	6:30	Atrium	Social	Dinner
SUNDAY				
	7:45-9:00	Morrill	Social	Breakfast
	9:00-10:30	Wentworth	Papers	Environment: Theoretical and Empirical Analyses
		Fletcher	Papers	Trust, Agency, and Institutions
		Jenison	Papers	Stakeholder Theory
		Arbor	Papers	Country Studies of Social Issues in Management
	10:30-11:00	Lobby	Social	Snack Break
	11:00-12:30	Wentworth	Innovative	Imagining Business Organizations through Photography
		Fletcher	Symposium	Building Stakeholder Partnerships
		Jenison	Symposium	Affirmative Action
		Arbor	Symposium	Public Affairs Entering the New Millennium

THURSDAY

Thursday, 8:00-4:00 Library
Preconference Session 1: Rehearsal for Capitalist Pigs

This session is limited to participants in the Capitalist Pigs session.

Thursday, 9:00-12:30 Governor's Mansion Lobby
Preconference Session 1: Ben & Jerry's Tour and Dialogue

Depart from and return to the Governor's Mansion Lobby.
Cost of bus transportation: \$6.50 per person

Thursday, 1:00-4:30 Governor's Mansion Lobby
Preconference Session 2: A New Look for Recycle North
(Service Project)

Depart from and return to the Governor's Mansion Lobby.

Thursday, 6:30-8:00 Atrium
Welcome Reception

FRIDAY

Friday, 7:45-9:00 Morrill
Breakfast

Friday, 9:00-10:30 Wentworth
Session 1 (papers): Linking Social and Market Performance
Chair: Brett Stone, State University of New York at New Paltz

The Problem of Inter-Rater Group Differences in the *Fortune* "Most Admired Companies" Survey: An Empirical Analysis Using Financial Performance Measures

Steven L. Wartick, University of Northern Iowa

Information Disclosures and the Corporate Social Performance-Financial Performance Relationship

Douglas A. Schuler, Rice University

Michele J. Daley, Rice University

Appraising the Business Value of Corporate Citizenship: What Does the Literature Say?

Archie B. Carroll, University of Georgia

Kim Davenport, BellSouth Corporation

Kim Graham Lee, Walker Information

Doug Grisaffe, Walker Information

Capability Building through Noncooperative Stakeholder Relationships: A Case Study

Pursey P.M.A.R. Heugens, Erasmus University Rotterdam

Frans A. J. Van Den Bosch, Erasmus University Rotterdam

Cees B.M. Van Riel, Erasmus University Rotterdam

Friday, 9:00-10:30 Fletcher
Session 2 (papers): Teaching Issues
Chair: Jim Kennelly, Skidmore College

Does Service Learning Strengthen Empathy in Managers?
Susan Key, University of Alabama at Birmingham
Kelly Zellars, University of Alabama at Birmingham
Xinzhi Zhang, University of Alabama at Birmingham
Facing a Teaching Dilemma: Addressing the Service Sector
Mary J. Mallott, University of Hawaii, West Oahu
Integrating Rand's Objectivist Ethics into the Business-Ethics Curriculum
Lori Verstegen Ryan, University of Georgia
Teaching Ethics through Literature: Supporting Moral Imagination in the Professional Schools
Ingrid H. Soudek, University of Virginia
Donna J. Wood, University of Pittsburgh

Friday, 9:00-10:30 Jenison
Session 3 (papers): Relationships with Stakeholders
Chair: Ed Soule, Georgetown University

Conflict Management in Hospitals: A Typology for Sorting Patient Complaints
David M. Wasieleski, University of Pittsburgh
Why Did your Priest Steal your Money? Toward the Study of Psychological Dimensions of Stakeholder Relationships
Ray Jones, University of Pittsburgh
Tom Zagenczyk, University of Pittsburgh
The Impact of Crises on the Evolution of Corporate Social Responsiveness
Stelios Zyglidopoulos, Erasmus University
Capitalizing on Media Coverage: Organizations, Social Activists and Impression Management
Maureen P. Bezold, Penn State Great Valley
George W. Watson, St. John's. University

Friday, 9:00-10:30 Arbor
Session 4 (papers): Managerial and Organizational Ethics
Chair: George Brenkert, Georgetown University

Attitudes toward (Un)ethical Negotiation Behavior and their Influence on Bargaining Outcomes
Bruce Barry, Vanderbilt University
Adam Long, Vanderbilt University
Effects of the Use of the Availability Heuristic on Moral Behaviour
Sefa Hayibor, University of Pittsburgh
Designing Ethical Organizations
Melissa Baucus, Utah State University
Caryn Beck-Dudley, University of Georgia
Business, Society and Ethics: An Appreciative Approach
Michael Johnson-Cramer, Boston University

Friday, 9:00-10:30 Library
Session 5 (workshop): Qualitative Research Traditions in the Business and Society Field: Past Perspectives and Future Directions
Jeanne M. Logsdon, University of New Mexico
Virginia W. Gerde, University of New Mexico

Friday, 10:30-11:00 Lobby
Snack Break

Friday, 11:00-12:30 Morrill

Session 6 (workshop): Searching for a CSP-CFP Relationship: Charting a Future Course of Action through Group Discussion
Ronald M. Roman, University of Pittsburgh (workshop organizer)
Archie Carroll, University of Georgia
Jennifer Griffin, George Washington University
Shawn Berman, Boston University
Tim Rowley, University of Toronto

Friday, 11:00-12:30 Wentworth

Session 7 (innovative): Talking their Walk: When the Employees Become Owners through the Process of Designed Change
Cecile G. Betit
William Martello, Loyola Marymount University

Friday, 11:00-12:30 Fletcher

Session 8 (workshop): Management Education 2001: Wisdom, Mindfulness, and the Business in Society Curriculum

Enhancing Awareness: An Action and Active Learning Agenda
Sandra Waddock, Boston College (co-organizer and dialogue facilitator)
Self-Awareness, Mindfulness, and Management Practice
Melissa Baucus, Utah State University (co-organizer and dialogue facilitator)
The Public Work of Management
James E. Post, Boston University ("imaginatization" and dialogue facilitator)
Pathways to Leadership: Service and Civic Engagement
Lawrence J. Lad, Butler University ("imaginatization" and dialogue facilitator)

Friday, 11:00-12:30 Jenison

Session 9 (papers): Environment: Case Studies
Chair: Lise Langeland, Technical University of Denmark

Environmentally-Friendly Oil Tankers? An Analysis of the Launch of a Ship-Specific Environmental Management System
Virve Haaja, University of Jyväskylä
Juha Nasi, University of Jyväskylä
Grant T. Savage, University of Alabama
A Re-Examination of the German "Green-Dot" Law: Lessons Learned in Recyclate Markets
Kelly C. Strong, Michigan Technological University
Magdalen Mayer, Michigan Technological University
Field Research in Sustainability: The Maquipacuna Project
David H. Saiia, University of Northern Iowa
Examining the Shareholder Activism Process: The Case of Exxon and Global Warming
William P. Smith, Towson University

Friday, 11:00-12:30 Arbor

Session 10 (papers): Political and Legal Issues
Chair: Larry Lesser, University of Maryland

The Punitive Damages Debate: Will Sparing the Rod Spoil the Firm?
William B. Lamb, Millsaps College
Boty McDonald, Millsaps College
Government Affairs Management in the Multinational Enterprise: Explaining Intersubsidiary Coordination
Douglas Nigh, University of South Carolina
Timothy P. Blumentritt, Marquette University
Corporate Political Involvement: Does It Buy Access to Congress?
Kathleen A. Rehbein, Marquette University
Douglas A. Schuler, Rice University

Friday, 12:30-1:45 Atrium
Lunch

Friday, 1:45 -3:15 Wentworth
Session 11 (roundtable discussions)

Table 1: Stakeholder Relationships during Financial Stress

Determinants of Stakeholder Action: Early Lessons from the Cash-Balance Pension Plan Debate

Michael Johnson-Cramer, Boston University

Striking the Balance: A Stakeholder Perspective on Corporate Bankruptcy

William J. Donoher, Valdosta State University

Testing the "Iron Law of Responsibility:" Bankruptcy and Stakeholder Relationships

Daniel W. Greening, University of Missouri

William Donoher, Valdosta State University

Table 2: Questions of Ethics

Trust Building through Transference in Stakeholder-Firm Relationships

Natasha V. Munshi, University of Pittsburgh

Process and Outcome: What *Is* an Ethical Decision?

Sandra L. Christensen, Eastern Washington University

John Kohls, Gonzaga University

Determinants of Ethical Business Behavior in Russia: Values Emanating from Communism, Capitalism, Religion, and Folklore

John E. Mack, Salem State College

Frances M. Amatucci, Salem State College

Timothy McCabe, Salem State College

Table 3: IABS and Technology

Enhancing the I.A.B.S. Virtual Community

Philip Cochran, Penn State University

Table 4: Organizational Citizenship

The Business School in the Community: Partnerships, Stakeholders, and the Common Good

Mary-Ellen Boyle, Clark University

Corporate Community Participation in the Creation of Social Capital

Yiran (Michelle) Zhou, University of Pittsburgh

Measuring Corporate Citizenship: Scale Development and Administration

Kim Davenport, BellSouth Corporation

Patsy Lewellyn, University of South Carolina at Aiken

Maria Sillanpaa, KPMG

Friday, 1:45 -3:15 Fletcher

Session 12 (innovative): Do Full Time Employees Have the Right to a Living Wage? Do Organizations Have an Obligation to Pay a Living Wage?

D. Kirk Davidson, Mount Saint Mary's College (organizer)

Sandra Van Fossen

David Jacobs, American University

George Brenkert, Georgetown University

Friday, 1:45 -3:15 Jenison

Session 13 (papers): Individuals, Ethics, and Business
Chair: Jeff Lenn, George Washington University

From "Doing Good" to "Doing Well": Individual Transitions to Shifting Organizational Ethics

Jeffery A. Thompson, Miami University

J. Stuart Bunderson, Washington University

Is There Justice and Equity in Entrepreneurship? A Stakeholder Needs and Benefits Distribution Assessment

Laquita C. Blockson, University of Pittsburgh

Sammie L. Robinson, Illinois State University

Entrepreneurship and Ethics

Kathryn S. Rogers, Pitzer College

Daniel R. Gilbert, Jr., Gettysburg College

Friday, 1:45-3:15 Arbor

Session 14 (symposium): Risk vs. Risk: Health and the Environment

Risk vs. Risk: DDT and Malaria

John R. Danley, Southern Illinois University

Drinking Water: Risk Assessment and Public Awareness in the Great Lakes Region

Donald O. Mayer, Oakland University

The Regulation of Genetically Modified Food Production

Edward Soule, Georgetown University

Friday, 1:45-3:15 Library

Session 15 (workshop): Parenting, Teaching and the Workplace: How Do We Balance and Integrate our
Lives

Robbin Derry, Appalachian State University

Friday, 3:15-3:45 Lobby

Snack Break

Friday, 3:45-5:45 Wentworth/Fletcher

Session 16 (innovative): SHOWCASE SESSION: "Capitalist Pigs" at IABS: Aesthetic Knowing and the
Business in Society Agenda

Organizers and Facilitators

Sandra Waddock, Boston College

Stephen Taylor, Boston College (playwright)

Actors and Commentators

Judith Clair, Boston College

Melissa Baucus, Utah State University

Steve Waddell, Organizational Futures

Lawrence J. Lad, Butler University

Craig Fleisher, Wilfred Laurier University

Discussants

Jerry Calton, University of Hawaii at Hilo

Mary Mallott, University of Hawaii, West Oahu

Diane Swanson, Kansas State University

Friday, 3:45-5:45 Morrill

Session 17 (innovative): SHOWCASE SESSION: Nike and Its Critics: Beginning a Dialogue

Organizer

Richard E. Wokutch, Virginia Tech

Panelists

Todd McKean, Nike Corporation

Amanda Tucker, Nike Corporation

Jeff Ballinger, Press for Change

Discussant

James Weber, Duquesne University

Friday, 6:00-7:00 Morrill

Business Meeting

Dinner on your own tonight. Doctoral students who have signed up at registration are cordially invited to join a group of past IABS presidents for dinner.

SATURDAY

Saturday, 7:45-9:00 Morrill

Breakfast

Saturday, 9:00-10:30 Wentworth

Session 18 (innovative): Building Community through Socially Responsive Lending: A Conversation about the Socially Responsible Banking Fund of Vermont National Bank/First Savings of New Hampshire

Gordon Rands, Western Illinois University (chair)

Arne Hammarlund, Vermont National Bank/First Savings NH (presenter)

Alex Potter, SRB Project Coordinator (presenter)

Karen Paul, Florida International University (discussion leader)

William Smith, Towson University (discussion leader)

Saturday, 9:00-10:30 Fletcher

Session 19 (roundtable discussions)

Table 1: Values and Behavior

Protean Careerists in the New Age of Organizations: Implications for Values-Driven Behavior in Modern Working Contexts

Jon P. Briscoe, Northern Illinois University

Corporate Social Performance, Person-Organization Fit, Organizational Commitment and Firm Performance: Exploring Relationships

Barrie E. Litzky, Penn State Great Valley

Dona M. DeCarolis, Drexel University

Table 2: Internationalization and Environmental Performance

Internationalization of a Key Industry of a Small and Open Economy - Case Finland

Pasi Sajasalo, University of Jyväskylä

Measuring Corporate Environmental Performance: A Critical Analysis of the Ratings of the Council on Economic Priorities

Linda C. Forbes, Marist College

John M. Jermier, University of South Florida

Table 3: Workplace Issues: Fairness, Respect, Misconduct

Sabotage at Work: The Role of Organizational Justice

Maureen L. Ambrose, University of Central Florida

Mark Seabright, Western Oregon University

Marshall Schminke, University of Central Florida

The New Workplace Contract and Obligations of Fairness

Harry J. Van Buren III, University of Pittsburgh and Roberts Wesleyan College

Respect, Dignity and Ethical Leadership

Jeffery A. Thompson, Miami University

Table 4: CEOs and Governance Problems

Checking the Corner Office: The CEO as Key to Understanding Organizational Ethics

Bradley R. Agle, University of Pittsburgh

David Wasieleski, University of Pittsburgh

Different Types of Agency Problems in Korean Chaebols

Jin Hwan Hong, Boston University

Governance of Social Services: New Directions, New Information

Ann K. Buchholtz, University of Georgia

Bryan S. Dennis, University of Georgia

Saturday, 9:00-10:30 Jenison

Session 20 (papers): Women in the Workplace

Chair: Sara Morris, Old Dominion University

Work-Family Balancing and Working Time: Some Results from Research Conducted in Canada

Diane-Gabrielle Tremblay, Universite du Quebec

Women in the Workplace: Freedom *of* Choice or Freedom *from* Choice

Tara J. Radin, Hofstra University

Feminist Business as a Case of Conflicted Identity: The Discourses, the Debate, and the Implications for Feminism

Kathryn Brewer

Country and Gender Differences among Business Goals: An Analysis of Cultural Differences

Geert Hofstede, Tilberg University

Cheryl Van Deusen, University of Northern Florida

Carolyn B. Mueller, Stetson University

Saturday, 9:00-10:30 Arbor

Session 21 (papers): Stakeholder Identification, Classification and Measurement

Chair: Craig Caldwell, Butler University

Influence of Culture on Stakeholder Identification: Broadening the Framework of Mitchell/Agle/Wood by Hofstede's Five Cultural Dimensions

Mark Vesper, University of Zurich

Classification of Stakeholders and Firms: A Systematic Approach Encompassing Both Structural and Relational Components of the Relationship

Natasha V. Munshi, University of Pittsburgh

Stakeholders that Count: Differences in the Perception of Power Between Organizations and Stakeholders and its Impact on Performance

Thomas G. Comstock, Penn State University

Philip L. Cochran, Penn State University

Measuring "Business Exposure:" An Empirical Measure of Stakeholder Influence and Enterprise Visibility

David H. Saiia, University of Northern Iowa

Saturday, 9:00-10:30 Library

Session 22 (workshop): The Management Code of Ethics and Collegial Professionalism Expectations among U.S. Academy of Management Members

Joseph A. Petrick, Wright State University

Robert F. Scherer, Wright State University

Saturday, 10:30-11:00 Lobby
Snack Break

Saturday, 11:00-1:00 Morrill

Session 23 (workshop): Empirical Research in Business Ethics
Jim Weber, Duquesne University (coordinator)
Dawn Elm, University of Saint Thomas
Douglas R. May, University of Nebraska-Lincoln
Gary Weaver, University of Delaware

Saturday, 11:00-1:00 Wentworth

Session 24 (innovative): Authors' Forum: Corporate Citizenship for the New Millennium
Barbara W. Altman, University of North Texas (coordinator)
Bob Frederick, Business and Society Review
Naomi A. Gardberg, New York University
Michael L. Barnett, New York University
Brad K. Googins, Boston College
Steven A. Rochlin, Boston College
Phil Mirvis, London Business School
James E. Post, Boston University
Steve Waddell, Organizational Futures
Sandra Waddock, Boston College

Saturday, 11:00-1:00 Fletcher

Session 25 (innovative): The Divine Right of Capital: Advancing the Dialogue on Democracy and Wealth
Marjorie H. Kelly, Business Ethics magazine (featured speaker)
Donna J. Wood, University of Pittsburgh (chair)
Jeanne M. Logsdon, University of New Mexico (respondent)
Patsy G. Lewellyn, University of South Carolina at Aiken (respondent)
Kim Davenport, BellSouth Corporation (respondent)

Saturday, 11:00-1:00 Jenison

Session 26 (workshop): Letter to the WTO on Trade and the Environment
Doug Schuler, Rice University
Bryan Husted, Instituto Tecnológico y de Estudios Superiores de Monterrey
Gordon Rands, Western Illinois University
Sanjay Sharma, St. Mary's College
David Vogel, University of California at Berkeley

Saturday, 11:00-1:00 Arbor

Session 27 (innovative): Making a Silk Purse Out of a Sow's Ear: A Research-Design Workshop for Third and Fourth Year PhD Students
Nicola Berg, University of Dortmund
Margaret Cording, University of Virginia
Purseu Heugens, Erasmus University

Saturday, 11:00-1:00 Library

Session 28 (workshop): Constructions of the Self: From Object Relations to Stakeholder Relations
Marc Orlitzky, University of New South Wales
Diane L. Swanson, Kansas State University

Saturday, 1:00-6:00 Free Time

Lunch on your own.

There are some organized recreational activities. See postings at the registration desk.

Saturday, 6:30 Atrium

Annual Dinner

Weather permitting, dinner will be followed by an outdoor bonfire and sleigh rides. Please dress appropriately.

SUNDAY

Sunday, 7:45-9:00 Morrill

Breakfast

Sunday, 9:00-10:30 Wentworth

Session 29 (papers): Environment: Theoretical and Empirical Analyses

Chair: Stephanie Welcomer, University of Maine

Developing a Discourse for a Sustainable Corporation: Towards a Conceptual Framework for Unleashing the Sustainable Potential

Lise Langeland, Technical University of Denmark

An Environmental Civil Rights Value Acceptable to All World Views: A Communitarian Critique and Extension

Joel Reichart, Fordham University

Does Size Matter? A Meta-analysis of the Relationship between Organisation Size and Environmental Responsiveness

Frances Bowen, Sheffield University

Assessing the Impact of Relevant Toxic Release Information on Proenvironmental Behavior

Mark Cordano, Wright State University

Differences in Regulatory Styles and Environmental Strategy in the Canadian and U.S. Energy Sectors

Sanjay Sharma, Saint Mary's University

Sunday, 9:00-10:30 Fletcher

Session 30 (papers): Trust, Agency, and Institutions

Chair: Brian Shaffer, University of Maryland

Corporate Social Performance, Stakeholder Theory & Welfare Economics: Prospects for Convergence on Pareto Optimal Conditions of Trust-based Governance and Business Best Practice

Jon Cauley, University of Hawaii-Hilo

Jerry Calton, University of Hawaii-Hilo

Regimes of Credibility

Barry M. Mitnick, University of Pittsburgh

Normative Documents, the Contract Model, and Stakeholder Management

Johannes Van Oosterhout, Erasmus University Rotterdam

Pursey P.M.A.R. Heugens, Erasmus University Rotterdam

Samuel P. Kaptein, KPMG and Erasmus University Rotterdam

Common Agency: An Empirical Examination of Firm-Stakeholder Relations

Heather Elms, University of Florida

Shawn Berman, Boston University

Timothy Rowley, University of Toronto

Sunday, 9:00-10:30 Jenison

Session 31 (papers): Stakeholder Theory

Chair: David Jacobs, American University

Stakeholder Theory and Organizational Justice

Robert Phillips, University of Pennsylvania

A Legal Foundation for Stakeholder Theory

Tara J. Radin, Hofstra University

Moving from Stakeholder Analysis to Stakeholder Theory: A (Modest) Proposal

Susan Key, University of Alabama at Birmingham

Harry J. Van Buren III, University of Pittsburgh and Roberts Wesleyan College

No More Answers, Please: New Questions for Stakeholder Research

Michael Johnson-Cramer, Boston University

Sunday, 9:00-10:30 Arbor

Session 32 (papers): Country Studies of Social Issues in Management
Chair: Jonathan Doh, American University

An Exploratory Study of Corporate Social Strategy in Argentina

Bryan W. Husted, Instituto Tecnológico y de Estudios Superiores de Monterrey and Instituto de Empresa

David B. Allen, Instituto de Empresa

Business Ethics and Social Responsibility in Israel: A Light unto the Nations?

Mark Schwartz, York University

Sunday, 10:30-11:00 Lobby

Snack Break

Sunday, 11:00-12:30 Wentworth

Session 33 (innovative): Imagining Business Organizations through Photography: Place, Space, and Pattern

Kathryn S. Rogers, Pitzer College

Daniel R. Gilbert, Jr., Gettysburg College

Sunday, 11:00-12:30 Fletcher

Session 34 (symposium): Building Stakeholder Partnerships: American and European Perspectives

Bridging to Corporate Citizenship: The Potential of Corporate/Community Partnerships

Barbara W. Altman, University of North Texas and Boston College

Lise Langeland, Technical University of Denmark

Managing Risk through Stakeholder Partnerships

Joerg Andrioff, University of Warwick

Discussant

Bradley Googins, Boston College

Sunday, 11:00-12:30 Jenison

Session 35 (symposium): Affirmative Action

Affirmative Action and the Impact of Firm-Stakeholder Relationships: A Necessary, but not Sufficient Means of Reflecting the Interests of Minorities

Ray Jones, University of Pittsburgh

Perceptions and Reality of Affirmative Action in Mexico: A Review and Research Agenda

Miguel R. Olivas-Lujan, University of Pittsburgh

A Proactive Response to Diversity within a Turbulent Affirmative Action Environment: A Case Study

Daria Kirby, University of Pittsburgh

Changing the World While Failing at Home: The Failure of Affirmative Action in the High-Technology Industry

Ronald M. Roman, University of Pittsburgh

Affirmative Action and Social Issues in Management Research: Looking toward the Future

Audrey J. Murrell, University of Pittsburgh

Sunday, 11:00-12:30 Arbor

Session 36 (symposium): Public Affairs Entering the New Millennium: What Have We Learned from the
1970s, 1980s, and 1990s

Chairs

Bill Birtcil, The Pillsbury Company
Jennifer J. Griffin, George Washington University

Public Affairs in the 1970s

Jean J. Boddewyn, Baruch College

Public Affairs in the 1980s

Steven N. Brenner, Portland State University

Public Affairs in the 1990s

Jennifer J. Griffin, George Washington University

Discussants

John Mahon, Boston University
James E. Post, Boston University

I hope that you've all had a wonderful conference. See you next year at IABS-2001 in ?.

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