



International
Association for
Business and
Society

Newsletter	
Fall 2002	
Volume 8, Number 3	
Member News	2
IABS 2002	4
Teaching Notes	4
Websites/Journals	7
Issues of Interest	8
Position Announcements	9
Calls for Papers	12
IABS Information	19
IABS 2003 Call for Papers	20

President’s Letter

Reflections on Meaning....and Moms

Several years ago now, I was invited to attend a faculty retreat for those interested in teaching in one or more obscure campus program offerings: the Master of Arts in Liberal Arts and Sciences (MALAS). This interdisciplinary, team-taught initiative captured my interest, and I co-developed a course entitled “Meaning of Work” for the program. Over the next several years, I came to integrate a unit on meaningful work in every course I teach.

As part of this exploration into meaningfulness, I routinely ask students to identify the three ‘things’ which most give meaning and purpose to their lives—not their work lives, but their lives in general. I have asked the same question of members of those community groups with which I conduct ethics training. While a variety of responses are given, I have not been surprised to find that over ninety percent of individuals place some caring relationship—family, friends, lovers—on their ‘short list’.

This has not been an entirely academic enterprise. I have challenged both myself as well as others to consider just how this ‘value’ for relationships gets played out in the choices which we make on a day-to-day basis. How much consistency is there between what we claim our values to be, and how

IABS 2003

June 26 – 29, 2003, Rotterdam, The Netherlands

Deadline for proposals, papers and abstracts is
December 3, 2002.
(See Call, Page 20)
www.iabs2003.com

we ‘spend’ our time? My personal challenge in facing this question was, in part, to find a way to either put into practice the value I claimed to have for my relationship with my family, or to admit that perhaps I didn't value these relationships as much as I would have myself and others believe.

It was this line of reflection which had me phoning my mother in early 1995 to invite her to attend the IABS conference in Vienna. Many of you know the rest of the story: mom has attended seven of the last eight IABS conferences (and served as de facto local arrangements coordinator for the conference in Sedona).

My mother was not the only parent to attend the conference in Vienna. While we certainly had not coordinated our invitations, Donna Wood’s mother (Donna Sr.) and Diane Swanson’s mother (Betty) were there as well. And these three moms became thick as thieves, traveling the city on their own while their children availed themselves of

Continued on next page

professional growth opportunities at the conference (whose Program Chair was, not incidentally, Doug Nigh).

Our IABS community has been enriched by the participation of not only these parents, but several others as well over the past years. They have provided not only a stabilizing influence for many of us, but also moments of humor—such as when Donna Sr. had t-shirts made for the three moms mentioned above, with a ‘don’t suck up’ logo prominently displayed on the front. Upon arriving at our annual IABS conference, I find that attendees regularly greet my mother before they greet me. The mothers have shared stories of their children’s early years that none of us really wanted told. And we have missed them in their absence.

Donna Sr. succumbed to a long battle with cancer within the past few weeks. She has been missed at the several IABS conferences she was unable to attend due to her weakened condition as a result of her many courses of chemotherapy, and she will be missed even more now. I would like to extend the sympathy of our IABS community to not only her family, and Donna Jr. in particular, but also to the family of Doug Nigh, who also lost a battle with cancer within the past few months.

And I would also extend our sympathy to us—those members of the IABS community. We have been enriched by Donna Sr. and Doug Nigh in ways which we will never fully know. As I contemplate what is ‘really’ important in life, I place my work high on the list. Each of us is engaged, in one way or another, with the noble project of creating more humane organizations—organizations which more fully take account of the human, social, and environmental consequences in their decision-making than they would in our absence. But this having been said, love ‘trumps’ work.

Craig Dunn.

Find IABS 2003 Conference information at www.iabs2003.com

[IABS Member News:](#)

[Diane Swanson](#) has been awarded the von Waaden Business Administration Professorship at Kansas State University.

[Denis Collins](#) has relocated to Edgewood College in Madison, Wisconsin and can be reached at dcollins@edgewood.edu.

[Robbin Derry](#)’s case (the first case she’d ever written), "Disparate Treatment at Southern State", won two awards at the recent North American Case Research Association (NACRA) conference in Banff, Canada. It won the Newcomer Award for the outstanding case by a newcomer, and also the Emerson Center Award for the outstanding case in business ethics. Robbin says, “If anyone wants a copy of my case, I would of course, be happy to share it”. (Robbin Derry, Senior Fellow at the Center for Women's InterCultural Leadership, Saint Mary's College, Notre Dame, IN 46556, (574 284-4169), rderry@saintmarys.edu)

[Tammy Mac Lean](#) successfully defended her dissertation entitled "Reframing Organizational Misconduct: A Symbolic Interactionist Study of Deceptive Sales Practices at a Major Life Insurance Company", at Boston College. Her dissertation committee was chaired by Judith Clair (Boston College), Sandra Waddock (Boston College), Bill Stevenson (Boston College), and Melissa Baucus (Xavier College). She is now on faculty at University of Massachusetts Boston.

[Linda M. Sama](#), Assistant Professor of Management, was appointed Program Chair for International Management (undergraduate) and International Business (graduate) studies at Pace University beginning Fall, 2002.

[Bill Smith](#) was recognized as the Towson University College of Business and Economics "Teacher of the Year" in February (2002).

For those who may not have heard, IABS lost [John Kohls](#) to cancer in June of 2001.

[Robert Sexty](#), Memorial University of Newfoundland, is one of three Canadian professors to receive this year's "Leaders in Management Education" awards. The awards, sponsored by the National Post and PricewaterhouseCoopers, honor outstanding business and management professors. Among other achievements, the award recognized Professor Sexty's development of Canadian business and society teaching materials.

[Donna Wood](#), [Jeanne Logsdon](#), [Patsy Lewellyn](#), and [Kim Davenport](#) made presentations on global business citizenship at the third annual World Knowledge Forum in Seoul, Korea in mid-October. The World Knowledge Forum is sponsored by the Maeil Business Newspaper and attended by more than 1,000 business executives, academics, government officials, and others interested in "Knowledge in a World of Risk: A Compass towards New Prosperity," the theme of this year's conference. While in South Korea, Donna and Kim addressed a breakfast meeting of the Forum of Korean Industries on the subjects of business ethics and social responsibility. In addition, all four conducted a seminar at KAIST (described as the MIT of Korea) on teaching business ethics in the business school curriculum.

[IABS Member Publications:](#)

[Trevino, L.K.](#), [Brown, M.](#) & [Hartman, Laura P.](#) 2003. A qualitative investigation of perceived executive ethical leadership: Perceptions from inside and outside the executive suite. *Human Relations*, Volume 56(1): 5-37 (due out in January).

Unfolding Stakeholder Thinking: Theory, Responsibility And Engagement. Edited by [Joerg Andriof](#), [Sandra Waddock](#), [Bryan Husted](#) and [Sandra Sutherland Rahman](#) with a Foreword by [R. Edward Freeman](#). A companion book: "Unfolding Stakeholder Thinking 2: Managing Reputation, Communications, Reporting And Performance" will be published in Spring 2003.

[Orlitzky, M.](#) & [Swanson, D. L.](#) Value attunement: Toward a theory of socially responsible executive decision-making, in *Australian Journal of Management*, Forthcoming, 2002.

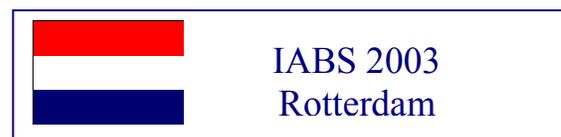
[Swanson, D.](#) & [Paul, R.](#) Violations of Ethical Expectations: The Toxicity of Organizational Pain and Some Remedies, in *International Journal of Employment Rights*, Forthcoming, 2002.

[Kirk Davidson's](#) *The Moral Dimension of Marketing: Essays on Business Ethics*, was published in August by the American Marketing Association. The second edition of his previous book, *Selling Sin: The Marketing of Socially Unacceptable Products*, is due out in the spring from Quorum Press.

[Jonathan Doh](#) (Villanova University) presented a paper on "NGOs and International Corporate Responsibility" (with [Terrence Guay](#)) at the Carnegie Bosch Institute Conference on International Corporate Responsibility in June. He has two forthcoming articles on this subject: "Nongovernmental Advocacy Organizations and Corporate Social Responsibility: Ownership Activism And Issues Advocacy" (*New Academy Review*, Vol. 1, No.2, 2002), and "Nongovernmental Organizations as Institutional Actors in International Business: Theory and Implications" (*International Business Review*, Vol 11 (No. 6), January, 2003). Praeger Books will publish his edited volume (with [Hildy Teegen](#)), "Globalization and NGOs: Transforming Business, Governments, and Society in 2003.

[A. Kolk](#) en [R. van Tulder](#) (2002), 'The effectiveness of self-regulation: corporate codes of conduct and child labour', *European Management Journal*, 20(3), 260-271.

[Elizabeth D. Scott](#), Organizational Moral Values, January 2002, Volume 12, No. 1 *Business Ethics Quarterly*.



□ News and Notes from the 2002
IABS Conference, Victoria, BC, Canada

IABS Best Paper Award finalists:

Mitnick, Barry. 2000. "Commitment, Revelation, and the Testaments of Belief: The Metrics of Measurement of Corporate Social Performance." *Business & Society*, Vol. 39 (4): 419-465. (**AWARD WINNER**)

Ryan, Lori Versteegen. 2000. "Shareholders and the Atom of Property: Fission or Fusion?" *Business & Society*, Vol. 39 (1): 49-75.

Sharfman, Mark P., Tammie S. Pinkston, & Thomas D. Sigerstad. 2000. "The Effects of Managerial Values on Social Issues Evaluation: An Empirical Examination." *Business & Society*, Vol. 39 (2): 144-182.

Flannery, Brenda L. and Douglas R. May. 2000. "Environmental Ethical Decision Making in the U.S. Metal-Finishing Industry." *Academy Of Management Journal*, Vol. 43 (4) 642-662.

IABS 2002 Moments:

The doctoral student dinner with past IABS presidents made me feel very welcome and helped me understand the organization better. The doctoral student-past president dinner was well planned with about an equal number of past presidents and doctoral students. There were at least two past presidents at each table, creating a comfortable environment to get to know leaders in the organization as well as other doctoral students. Towards the end of dinner, each past president told something memorable from

the conference he or she had chaired. As a new person to IABS, the story-telling gave me some understanding of the history, inside jokes, and characters which are IABS. The dinner was wonderful, but the time and effort were the more meaningful part of the experience. I have never experienced an organization that put this much effort into welcoming newbies and helping socialize us. On behalf of all the doctoral students at the dinner, thanks!

Lynnette Claire

Were you at the session in which Persey Heugens said the words ‘conversacione II’ and everyone in the room swooned?

IABS’ers Teaching Notes

Now that the students received their mid-term exam grades, they are very much interested in extra credit possibilities! So I pieced together some web-sites on the recently controversy surrounding advertising hard liquor on television. It includes one from Ireland where a Guinness beer ad, not quite hard liquor, was recently banned. This also educates the undergraduates a bit about alcohol consumption.

Following is a summary and website.

Controversy on Hard Liquor and Beer Advertisements

Print advertisements for alcohol have been in existence for hundreds of years, but their promotion on radio and television has been the source of much consternation and debate, with different groups weighing in on the subject with increased fervor over the past decade. Most recently, the Advertising

Standards Authority of Ireland has decided to ban an ad for Guinness beer after several complaints were registered. The television advertisement (which was set in a village devastated by a volcanic eruption) showed a barefoot man walking over lava so that he and others could enter a local pub.

For an article about the ban:

<http://www.ireland.com/newspaper/front/2002/1023/506297159HM1ADBAN.html>

For a review of the Ireland Advertising Standards Authority Code website:

<http://www.asai.ie/>

Advertising alcohol in the United States, particularly spirits, has received a great deal of attention lately as well, with the American Medical Association effectively leading the effort to get advertisements for hard liquor off of NBC successfully in March 2002. Previously, there had been an informal agreement among the major television networks since 1948 not to allow advertisements for hard liquor, which lasted until December 2001 when NBC began airing commercials for a popular brand of vodka.

For the AMA response to NBC vodka advertisements:

<http://www.ama-assn.org/ama/pub/article/3216-6040.html>

The Center for Science in the Public Interest's Alcohol Policies Project designed a website to "help focus public and policy maker attention on high-leverage policy reforms to reduce the devastating health and social consequences of drinking." Clearly anti-alcohol, the website is:

<http://cspinet.org/booze>

Professor Denis Collins

Edgewood College

dcollins@edgewood.edu

The Wall Street Journal's September 2002

report on "The Top Business Schools" highlights Harvard Business School Professor Joseph Badaracco and his course "The Moral Leader" which teaches about ethics and leadership. To my pleasant surprise, the Harvard Business School website allows you access to his Fall 2001 syllabus, which is in a PDF file. It's a neat class. The class meets once a week and they read short stories, plays and novels. The very extensive syllabus is 21 pages long. You can check it out yourself by clicking on below (hopefully!), though you need an acrobat reader.

http://harvardbusinessonline.hbsp.harvard.edu/b01/en/files/academic/ML_Syllabus_Fall_2001.pdf

If that doesn't work then just surf your way through the Harvard Business School website and find your way. Begin with www.hbs.edu

Professor Denis Collins

In early September mutual.com opened a "vice" fund, available at www.vicfund.com. Their web page quotes Abraham Lincoln saying "It has been my experience that folks who have no vices have very few virtues." 90% of the mutual fund is made up of firms in the alcohol, tobacco, military and gambling industries. They claim that firms in the vice fund outperformed the S&P 500 index 53% to 12% for returns on investment during the previous five years. Such is democracy! We had a great discussion about this fund when discussing socially responsible and irresponsible investing in class.

Professor Denis Collins

ENRON AND 9.11 IDEAS FOR BUSINESS AND SOCIETY COURSES:

If you're looking to stimulate your students with cases/group projects related to Enron and the tragic events of 9/11, one business and society textbook may be of help, suggests Larry Lesser of the University of Maryland. He is the author of *Business, Public Policy, and Society*, published by South-Western, a division of Thomson Learning. He offers four suggestions:

1. In this post Enron era, here's a way to evaluate and discuss the role of Arthur Andersen and other public accounting firms with the case "An Ethical Dilemma: Accountants and Corporate Audits."
2. Discuss the changing nature of corporate governance, including the role of boards of directors and executive compensation, including the continued appropriateness of stock options for senior executives (Chapters 14 and 18).
3. The U.S. is developing new security relationships with the countries of Central Asia because of the American response to terrorism and the war in neighboring Afghanistan. As these relationships evolve, the U.S. Government also is citing serious human rights problems in these same nations. (See the State Department's annual human rights report, which can be found at www.state.gov.) Have your students debate the pros and cons of the controversial issue contained in the textbook: "Are Trade Sanctions an Effective Means of Promoting Human Rights?" in the context of these events.
4. Central Asia and the Caspian Sea region also contain huge energy resources which U.S. and other Western firms are helping to develop and transport. Now energy security has become a national priority as energy

policy is debated in the U.S. Congress. Here's a chance to discuss and evaluate the complex web of economic, ethical, political, and societal issues and challenges with the book's case on "Oil Capital Limited and Caspian Sea Oil."

Larry Lesser can be reached at llesser@rhsmith.umd.edu or visit his web site at www.rhsmith.umd.edu/lbpp/llesser.htm.

GRADUATION PLEDGE ALLIANCE

Humboldt State University (California) initiated the Graduation Pledge of Social and Environmental Responsibility. It states, "I pledge to explore and take into account the social and environmental consequences of any job I consider and will try to improve these aspects of any organizations for which I work." Students define what being "responsible" means to themselves. Students at over a hundred colleges and universities have used the pledge at some level, at schools which range in size from Whitman, to Harvard, to University of Wisconsin. This now includes some schools overseas, graduate and professional schools, and high schools. Graduates who voluntarily signed the pledge have turned down jobs they did not feel morally comfortable with and have worked to make changes once on the job. For example, they have promoted recycling at their organization, removed racist language from a training manual, worked for gender parity in high school athletics, and helped to convince an employer to refuse a chemical weapons-related contract.

Manchester College now coordinates the campaign effort, which has taken different forms at different institutions. At Manchester, it is a community-wide event involving

students, faculty, and staff. Typically, fifty percent of students sign and keep a wallet-size card stating the pledge, while students and supportive faculty wear green ribbons at commencement and the pledge is printed in the formal commencement program. Depending upon the school, it might take several years to reach this level of institutionalization. If one can just get a few groups/departments involved, and get some media attention on (and off) campus, it will get others interested and build for the future. The project has been covered in newspapers around the country (e.g., USA Today, Chicago Tribune, Washington Post, and Boston Globe), as well as being covered in magazines, national radio networks, and local T.V. stations.

The pledge helps educate and motivate one to contribute to a better world. Think of the impact if even a significant minority of the one million college graduates each year signed and carried out the Pledge.

PLEASE KEEP US INFORMED OF ANY PLEDGE EFFORTS YOU UNDERTAKE, AS WE TRY TO MONITOR WHAT IS HAPPENING, AND PROVIDE PERIODIC UPDATES ON THE NATIONAL EFFORT.

Contact NJWollman@Manchester.edu for information/questions/comments; or write GPA, MC Box 135, Manchester College, 604 E. College Ave., North Manchester, IN 46962. The Campaign also has a web site, at

http://www.manchester.edu/academic/programs/departments/peace_studies/files/gpa.html

Neil Wollman
NJWollman@MANCHESTER.EDU

Websites and Journals of Interest

The WRI has a rating of b-school's corporate social responsibility programmes which includes business ethics.

<http://www.beyondgreypinstripes.org/>. Stanford has a centre for social innovation
<http://www.gsb.stanford.edu/csi/>.

Harvard has the social enterprise club:
<http://hcs.harvard.edu/~sec/about.htm>

If interested in what we do at INSEAD check out:

<http://www.insead.edu/CMER/teaching/index.htm>

Kai.HOCKERTS@insead.edu (From a posting on the IABS listserve)

Recent issues of Organization & Environment: International Journal for Ecosocial Research (edited by frequent IABS participant and SIM member, John M. Jermier), contain several pieces relevant to IABS Newsletter readers.

IABS members are encouraged to submit their work to O&E for review. For general information (contents of all previous issues, editorial policies, editorial board, etc.) as well as for specific information on contributing or subscribing to the journal, see the journal's website at

<http://www.coba.usf.edu/jermier/journal.htm>
O&E is indexed in Current Contents: Social and Behavioral Sciences Edition, Environment Abstracts, Social Sciences Citation Index, and other relevant sources. It is also indexed in and is available online (full text) through Proquest/ABI Inform and OCLC First Search.

The Journal of International Business Management International Review 3rd Quarter 2002 issue has two articles you might enjoy:

Tomasz Lenartowicz/ James P. Johnson, Comparing Managerial Values in Twelve Nations of Latin America, and Martin Glaum/ Burkard Rinker , Crossing Borders in International Business Education.

In response to the “news” that Business Ethics magazine was out of operation, Marjorie Kelly writes: “My how rumors spread. As Mark Twain once said, reports of my death have been greatly exaggerated. Business Ethics magazine is alive and well. The underlying entity that owns Business Ethics -- Mavis Publications Inc. – is converting into a nonprofit, to be called the Economic Democracy Project. The magazine will still be published -- with expanded coverage of economic restructuring issues, which means taking humane, life-serving values into structures like governance, reporting, decision-making, and incentives, and not leaving corporate social responsibility to the PR department.”

Marjorie Kelly

Editor and Publisher, Business Ethics.

www.business-ethics.com

The forthcoming Nov./Dec. 2002 issue of Business Ethics which features a special section on the role of employees in corporate governance, as a solution to the Enron crisis features a piece by John Logue, executive director of the Ohio Employee Ownership Center, ‘It's Time For Worker Directors On Corporate Boards’. In the same issue are the Annual Business Ethics Awards this year for the first time featuring a new Living Economy Award, based on the theories of David Korten, author of The Post-Corporate World. The Living Economy Award aims to hold out new business models for the future.

For a free copy send your snail mail address to BizEthics@aol.com (to subscribe, mention this special half-price IABS offer: \$15 a year for new subscribers).

Issues of Interest:

Diane Swanson and Bill Frederick have prepared a letter to be sent to 700 business department faculty members asking professors to take action to correct the effects on students of “the behavioral excesses of corrupt corporations”, as reported in The Capital-Journal (and reprinted online at www.cjonline.com/stories/-93002/kan_ethics.shtml). The letter calls upon the AACSB to adopt tougher enforcement standards of ethics instruction in colleges of business administration. A secondary goal is to elicit feedback and support from faculty members regarding specific curriculum reforms needed in business schools. Diane Swanson can be reached at swanson@ksu.edu. Bill Frederick can be reached at billfred@katz.pitt.edu. (excerpted from the CJOnline.com article)

Editor’s Note: The IABS listserv has recently had discussion of Duane Windsor’s letter to the AACSB asking for tougher ethics standards. Diane Swanson and Bill Frederick’s Call to Arms and Plan for Collective Action letter went to the listserv on October 1, 2002. The IABS listserv address is IABS-L@lists.psu.edu.



Position Announcements

Seattle University

The Albers School of Business and Economics Invites nominations for the Thomas F. Gleed Chair of Business Administration.

The Thomas F. Gleed Chair of Business Administration brings a distinguished business educator to the Albers School of Business and Economics for a two-year period. The recipient will serve as a resource for university students and faculty and actively participate in community activities such as business seminars, lectures, and conferences. The specific duties will be tailored to the strengths of the chair holder.

A committee composed of students, faculty and members of Seattle University's Boards of Regents and Trustees will evaluate candidates for presidential appointment to the post. Recipients will be appointed to a one or two year term, beginning with the 2003-2004 academic year. Applicants from all fields will be considered, but special preference will be given to candidates from the disciplines of marketing, strategy, and international business.

The criteria for selecting the Gleed Professor will include potential for contribution to the quality of education at Albers, potential for contribution to the community by bringing new ideas and new viewpoints for discussion, and potential for contributing to the visibility of Seattle University and Albers in the community. Hence, the ideal candidate would be an individual who is an excellent teacher with a distinguished record in research and publication. The Gleed Professor will be expected to teach at both the undergraduate and MBA levels and to serve as a mentor for faculty research. Further, we want to share the special expertise of the Gleed Chairholder with the community in various forums.

New School University

Senior Faculty Position in Management
Milano Graduate School of Management and Urban Policy

We are seeking a senior scholar to provide intellectual leadership to help shape the future of an innovative Human Resource Management graduate program. The master's degree program, focusing on the effective and responsible management of organizational people processes, both locally and globally, was founded in 1972 and has continually evolved as one of the most prominent of its kind. Set in the uniquely progressive setting of the New School University, this program has an alumni base of more than 2,000 practicing managers in leading corporate, not-for-profit, and government organizations.

Leadership of this program involves the productive engagement between theory and practice, and interaction with senior management of organizations in the New York City area. The program includes a required global immersion course, with recent courses travelling to Argentina, Canada, the Dominican Republic, England, Germany, and Mexico.

The position is at the Full or Associate Professor rank, effective Fall 2003. Specific areas of scholarship are open, with emphasis on strategic management of human resources as it relates to social issues in management, theories of management and organization, and globalization. A doctorate or equivalent terminal degree along with a strong record of scholarship is required.

A small management and policy school by design, the faculty of the Robert J. Milano Graduate School includes 25 scholars in the areas of organization management and urban policy who have published extensively in leading scholarly journals. The school awards Masters and Ph.D. degrees at its New York City campus near Washington Square in lower Manhattan. We offer progressive and socially responsible graduate education to a diverse, adult student

Announcement continues on next page

Seattle University (cont'd)

Benefits of the chair include a reduced teaching load, secretarial assistance, ample support funds, identification as the Thomas F. Gleed Professor of Business Administration, and salary commensurate with qualifications and stature of the chair.

Nominations and/or applications should be sent to:

Dr. Joseph Phillips, Dean
Albers School of Business and Economics
Seattle University
900 Broadway
Seattle, WA 98122

Applications will be accepted until the position is filled.

Albers Mission -- Inspired by the Jesuit traditions of academic excellence, education for justice, and service to others, we are committed to providing an integrated business education for ethical and socially responsible leadership. Seattle University, founded in 1891, continues a four hundred and fifty year tradition of Jesuit Catholic higher education. The University's Jesuit Catholic ideals underscore its commitment to the centrality of teaching, learning, and scholarship, of values-based education grounded in the Jesuit and Catholic traditions, of service and social justice, of lifelong learning, and of educating the whole person. Located in the heart of dynamic Seattle, the University enrolls approximately six thousand undergraduate and graduate students in eight schools and colleges. Students enjoy a university ethos characterized by small classes, individualized faculty attention, a strong sense of community, a commitment to diversity, and an outstanding faculty. Seattle University is an equal opportunity, affirmative action employer.



New School University (cont'd)

population; most students attend part-time while employed in the corporate and non-profit sectors. The school grants graduate degrees in human resource management, organization change management, non-profit management, health services management, and urban policy analysis.

New School University is an innovative educational institution founded in 1919 as a haven for intellectual and artistic freedom. Education and research at New School University continue to be guided by this history, and members of the University community are committed to working toward creating a more equitable world. More information about the university can be obtained at www.newschool.edu

Review of applications begins December 1 and will continue until the position is filled. Please send letter of interest, current c.v., and three references to Professor Bryna Sanger, Search Committee Chair, Milano Graduate School, New School University, 72 5th Avenue, New York, NY 10011 or email questions to Stefanie Fail, at fails@newschool.edu. New School University, as well as its individual academic divisions, is committed to a policy of equal opportunity in all its activities and programs, including employment and promotion. It does not discriminate on the basis of race, color, national or ethnic origin, citizenship status, religion, sex, sexual orientation, age, physical disabilities, veteran or marital status.

University of Waterloo

Department of Management Sciences
Waterloo, Ontario, CANADA

The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of Organizational Behavior and /or Organizational Theory. We are seeking an

Announcement continues on next page.

Continued from previous page.

individual with a Ph.D. who is capable of teaching, research and graduate student supervision in areas such as the study of technology-based companies, implications of information technology on organizations, the organizational and behavioural aspects of innovation and technological change. Individuals with an interdisciplinary research approach (e.g. using organizational behavior/theory with economics/operations research) and with a background in engineering or science will be preferred. A complete description of the Department of Management Sciences can be found in the department Web site at: <http://www.mansci.uwaterloo.ca/index.shtml> . All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience.

Please send, by January 3, 2003, a detailed Curriculum Vitae (including a summary of research and teaching interests), a description of courses taken at the doctoral level, one or more unpublished or published research papers (if available), and names and addresses of at least three references to:

Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1
(e-mail: emjewkes@engmail.uwaterloo.ca).

UC Santa Barbara
Two Faculty Positions - Corporate Environmental Management

(Associate or Full Professor) and one at the tenure-track level (Assistant Professor). We seek individuals whose research relates to environmental performance as a strategic element in the operation of business firms, NGOs or other organizations. Appropriate research foci could include: strategic issues internal to the organization and its stakeholders in the context of regulatory, market or other pressures; or strategic interaction among firms, interest groups, regulators and other constituencies. Senior applicants should have a research record commensurate with a tenured faculty appointment at the University of California. Junior applicants should have completed all requirements for the PhD degree prior to July 1, 2003. Relevant fields are environmental management, organizational management & strategy, operations management, economics, or related disciplines.

The Bren School is a graduate school providing Master's and Ph.D. students with rigorous, multi-disciplinary training in environmental science and management. The faculty is drawn from the natural sciences, social sciences, and management.

Send applications to: Corporate Environmental Management Search Committee, Donald Bren School of Environmental Science and Management, University of California, Santa Barbara, CA 93106; e-mail cem@bren.ucsb.edu; fax (805) 893-7612. Applications must include a curriculum vitae, names of three references, a statement of research interests and teaching experience, and copies of up to three publications or research papers. Junior applicants should have the letters of reference sent directly to the Search Committee. For fullest consideration, all materials should be received by January 15, 2003, although the position will remain open until filled. The University of California is an Equal Opportunity/Affirmative Action Employer. We encourage all qualified applicants to apply, including minorities, women, and persons with disabilities. The School is especially interested in candidates who can contribute to the diversity and excellence of the academic community through research, teaching and service.

Loyola University, Chicago
Visiting Scholar Position

The Visiting Scholar Program brings researchers from around the world to Loyola for a month to a year to study issues of concern to women. The primary purpose of the program is to provide research support for a scholar conducting research on women's issues. The Visiting Scholar is awarded an office within the lakeside center, a computer and Internet access, library privileges, and the friendly support of a community of feminists. The Gannon Center has a developing Women and Leadership Archives that may be helpful to some scholars. The Visiting Scholar will share her research with members of the University community through a formal presentation to an invited audience sometime within her stay at the University. Applications are accepted for a quarter, semester, academic year or a special summer arrangement. Deadline for summer 2003 is March 1, 2003. Information about applications is available at the website: www.luc.edu/orgs/gannon/visiting.html

The Wharton School
University of Pennsylvania
Visiting Position in Business Ethics

The Wharton School of the University of Pennsylvania invites applications for a possible visiting position in business ethics in its Department of Legal Studies. The position may be renewable. Candidates must demonstrate excellence in teaching and scholarship, and should have experience teaching business, professional ethics or a course of a similar nature. Salary is competitive with leading business school salaries for similar positions. Information regarding the Legal Studies Department may be found at <http://lgst.wharton.upenn.edu/>. Specific information about the Ethics Program can be

found at <http://ethics.wharton.upenn.edu/>. The University of Pennsylvania is an equal opportunity, affirmative action employer and encourages minority and women candidates to apply. Priority will be given to materials received before December 20, 2002, consideration may be given to applications received after this date. Please send cv, references, and evidence of teaching excellence to: Ms. Tamara English, Legal Studies Department, University of Pennsylvania, 600 Jon M. Huntsman Hall, 3730 Walnut Street, Philadelphia, PA 19104-6340.



Find IABS 2003 Conference information at www.iabs2003.com

Calls for Papers

Teaching Business Ethics:

Teaching Business Ethics is seeking manuscripts for its section on innovative teaching techniques. The section contains essay-style short articles that describe novel or non-traditional teaching approaches. These approaches may involve practical ideas that enhance teaching effectiveness, creative teaching techniques, exercises, activities, and simulations; novel uses of film, art or literature that explicate business ethics concepts or concerns; uses of non-business concepts to explain business ethics concerns or concepts. This section of Teaching Business Ethics does not publish cases or deal with case-related exercises. This call for manuscripts has no deadline.

Instructions for submission to Teaching Business Ethics can be found at <http://www.wkap.nl/kaphtml.htm/IFA1382-6891>. Authors submitting articles for this new section should send the paper to the Netherlands office (to the attention of Robert Giacalone) and clearly note that it is intended for this section of the journal.

Robert A. Giacalone, Ph.D.
Surtman Distinguished Professor of Business Ethics, Belk College of Business Administration, University of North Carolina-Charlotte, Charlotte, NC 28223-0001
email: ragiacal@email.uncc.edu
(704) 547-2737
(704) 547-3123

International Journal of Organizational Analysis:

The IJOA is calling for reviews of books on business and society (or social issues in management), business ethics, strategic management, leadership, environmental stewardship, ecological sustainability, organizational theory, organizational behavior, public administration, media relations, operations management, business communications, management information systems, socio-economics, management concepts and human resource management. The reviews should be approximately four pages long and double-spaced. The deadline for submission is negotiable. You may propose a book to review. Alternatively, a book of interest may be found for you among those on hand. Review instructions will be provided.

Diane Swanson, PhD
Swanson@ksu.edu
Book Review Editor, IJOA
Department of Management, College of Business Administration, 101 Calvin Hall,

Kansas State University, Manhattan, Kansas 66506.

Case Critique Colloquiums –

Colloquiums will be held at both the IABS Rotterdam meeting in June and at the Academy of Management in Seattle in August! Cases, with their teaching notes, will be reviewed for inclusion in either of these sessions, and selected both for their excellence and for their potential to demonstrate the case editing and improvement process. These interactive sessions have been very popular, for both novice and experienced case researchers. Contact Tim Edlund, Morgan State University for further information. tim.edlund@toad.net
Voice: 410-337-9143; 443-885-1687
FAX: 410-337-5253

Applied Business Research Conference, Acapulco, Mexico, March 17-21, 2003

The next ABR Conference will be held at the Fairmont Acapulco Princess Resort in Acapulco, Mexico during the week of March 17-21, 2003. This is the nicest hotel at which we have ever met, with rooms beginning at only \$145 per night. The grounds, private beach, and five pools at the Princess are absolutely beautiful. Numerous tours of Acapulco and Western Mexico are available. If you like silver, you may want to take the tour to the City of Taxco - the silver capital of Mexico. The cliff divers are really something to see. After seeing them dive over rocks to hit the peak of the wave, you will know why the oldest diver is only about 15. Acapulco will remind you of a larger version of Puerto Vallarta. Submit your abstract or proposal to ABR Conference, PO Box 620760, Littleton, CO 80162

USA or email to cluter@wapress.com by December 31, 2002.

Any applied business or economics related research manuscript or teaching related manuscript or case is welcome. The format of the paper is not important at this point. The final version on diskette (or email attachment) and conference fee must be received by February 28, 2003. The conference registration fee is \$295 per person with a \$100 fee for each additional paper presented. Please contact us in advance if a deadline will be missed.

Global Conference on Business and Economics, July 5-7, 2003
London, England

Submission Deadline: November 30, 2002

Competitive papers (including detailed abstracts) are invited in all areas of business, including: Management Information Systems; Global Business; Marketing Theory and Applications; Accounting; Economics; Finance & Investment; General Management; General Business Research; Business & Economics Education; Production/Operations Management; Organizational Behavior & Theory; Strategic Management Policy; Labor Relations & Human Resource Management; Business Law; Public Responsibility and Ethics; Technology & Innovation; Public Administration and Small Business Entrepreneurship.

Qualified individuals will referee papers submitted through a process of double blind peer review. Accepted papers will be published in Conference Proceedings. Selected papers will be considered for publication in the *International Journal of Business & Economics* (www.facultyforum.com/ijbe).

All completed papers will be considered for the Best Paper Award in their respective areas.

Proposals for cases, workshops, symposia, colloquia, panels, tutorials on current topics of interest, and other special sessions are also invited. Manuscript for Submission: Papers must be written in English. Electronic Submissions should be sent in MS Word format to:

Gupta@Lynchburg.Edu

Hard Copy submissions (four (4) copies of your manuscript or detailed abstracts) should be sent to: Dr. Atul Gupta, School of Business & Economics, Lynchburg College, 1501 Lakeside Dr., Lynchburg, VA 24501, USA, Telephone: (434) 544-8651; Fax: (434) 544-8639;

Corporate Governance: The International Journal of Business in Society -

The International Journal of Business in Society (ISSN: 1472-0701) (the Journal was previously known as Corporate Governance: The International Journal of Effective Boardroom Performance invites you to submit your current and forthcoming manuscripts for consideration for publication. The Corporate Governance is a double, blind, peer reviewed, quarterly Journal.

Aims: The journal aims to cultivate and share knowledge and ideas in order to assist businesses to enhance their corporate governance practice. Being international and interdisciplinary in scope, this journal seeks to provide a platform for debate amongst diverse academic and practitioner communities who address a broad spectrum of corporate governance issues and disciplines in different parts of the world. Articles that highlight models and structures that advance the interests, dignity and well being of all

stakeholders, in a sustainable manner, are particularly welcome. In so doing, the journal seeks to promote an ethos of meaningful collaboration, reflection, critical review and discussion informed by the results of relevant research and/or praxis.

Scope: The journal publishes a diverse range of theoretical, methodological and substantive debates as well as practical developments in the field of corporate governance worldwide. The journal particularly encourages attention to the impact of changes of business/corporate governance forms and practices on people; the sustainability of different governance models; how improvements in performance can be achieved through effective governance; and the legacy that is left for posterity through the continuation of contradicting governance philosophies.

The journal invites manuscripts on more established themes such as effective boardroom performance, control and regulation, executive leadership, the role and contribution of external (non-executive) directors, and the growing importance of governance in the wake of ever-greater corporate scandals. In addition, the journal also invites consideration of the redefinitions and reassessments of corporate governance models; the role of business in society; the changing nature of the relationship and responsibilities of the firm towards various stakeholders; the incentives required to encourage more socially- and environmentally-responsible corporate action; as well as the role and impact of local and international regulatory agencies and regimes on corporate behaviour. The brief is wide ranging but the concerns are to integrate the challenges of people, profitability, planet and posterity (4Ps). Whatever perspective one brings to bear on anyone or more of these themes, the

editor and the editorial team look forward to receiving your contribution.

For Journal information and submission please contact journal editor:

Nada K. Kakabadse
Professor in Management and Business Research, University College Northampton, Business & Management, Park Campus, Boughton Green Road, Northampton NN2 7AL, UK

Telephone 01604 735500

Fax: 01604 721214

E-mail: nada.kakabadse@northampton.ac.uk

Hawaii International Conference on Social Sciences, June 12-15, 2003
Sheraton Waikiki Hotel, Honolulu Hawaii,

Submission Deadline: January 16, 2003

Web address: <<http://www.hicsocial.org>>
email address: <social@hicsocial.org>

The Second Hawaii International Conference on Social Sciences will be held from June 12 (Thursday) to June 15 (Sunday), 2003 at the Sheraton Waikiki Hotel in Honolulu, Hawaii. The conference will provide many opportunities for academicians and professionals from social sciences and related fields to interact with members inside and outside their own particular disciplines. Cross-disciplinary submissions are welcome.

For more information about submissions see:

<http://www.hicsocial.org/cfp_ss.htm>

E-Mail, fax or mail submissions to:

Hawaii International Conference on Social Sciences, P.O. Box 75023, Honolulu HI, 96836, USA

Telephone: (808) 947-7187
Fax: (808) 947-2420
E-mail: <social@hicsocial.org>

INTERNATIONAL BUSINESS,
LANGUAGE & TECHNOLOGY: NEW
SYNERGIES, NEW TIMES (CIBER 2003
Language Conference)
April 2 – 5, 2003 Miami, FL

SUBMISSIONS DUE 1/31/03

The 2003 CIBER Languages Conference will concentrate on 3 content areas:

- (1) Language, Communication and Culture: This area focuses on the use and teaching of language, communication, as well as culture for business and the professions. Topics are myriad, but include for example: new course design and development, different ways of teaching business language, communication blunders, cross-cultural studies, case studies, interdisciplinary programs, study abroad programs, internships, grant writing, strategic partnerships, among others.
- (2) Technology as a Tool: In the last few years, technological tools have exploded on the learning scene, and have direct impact on all aspects of language delivery. Topics here are diverse, but might include the use of the Internet 2 (I2), e-business, distance learning, and Information and Communication Technologies (ICT) and how these new technologies help or hinder learning.
- (3) International Business and Emerging Issues: As the professions become more "international" in focus and borders disappear, new issues emerge. These include a

resurgence of less commonly taught languages, the relationship of e-commerce and foreign languages, how 9/11 has altered our collective headsets regarding languages, the recruitment of students, partnerships with other institutions, among other topics.

Although Languages dominate the conference, technology as an enabling force will be highlighted, as will the focus on emerging issues in International Business and the professions.

We welcome papers on new course designs, methods of teaching business languages, interdisciplinary programs, study abroad programs, internships, grant writing, partnerships between academia and the professional community, cross-cultural studies and the teaching of languages for advertising, engineering, medicine and law.

We are especially interested in proposals that use the community as a tool for experiential learning. Sessions that deal with globalization of the professions, relevant extended-studies curricula, the relationship of e-commerce and foreign languages, the use of distance learning in foreign language instruction for business and the relationship of the US's growing minority student populations are welcome.

For more information please contact: Florida International University – CIBER Phone: 305-348-1740 1 Fax: 305-348-1789
E-mail: ciber@fiu.edu and
Visit us at <http://www.fiu.edu/~ciber>

Hosted by Florida International University Center for International Business Education and Research, and cosponsored by multiple CIBERs nationwide.

Journal of Academic Ethics

The editors of the "Journal of Academic Ethics" invite submissions of articles for a new journal to be launched in the Spring, 2003.

The Journal of Academic Ethics is an interdisciplinary, peer reviewed scholarly journal devoted to the examination of ethical issues related to all aspects of post-secondary education, primarily within a university context. The journal will provide a forum for the publication and discussion of original research on a broad range of ethical considerations in research, teaching, administration and governance. In the presence of the rapidly changing global economy, there is a need for sustained inquiry into the values, purposes and functions of the world's principal institutions responsible for the creation and dissemination of knowledge. The Journal of Academic Ethics aims to encourage, foster and promote this inquiry.

Website: www.wkap.nl/journals/jaet

Representative areas of investigation include ethical considerations in:

Research -- selection of research subjects, treatment of human and animal subjects, referencing and citation behavior, grant and funding assessments, conflicts of interest, plagiarism, deception, fraud, exploitation of graduate students, etc.

Teaching -- ethical education, treatment of students, harassment, discrimination, performance standards, on-line education, etc.

Service -- to the institution, profession and larger community; role of the citizen scholar, etc.

Administration -- accountability and management to all shareholders (students, the State, private and corporate donors, the public), philanthropy, tenure and academic freedom, disciplinary matters, recruitment and retention, etc.

Governance -- selection and role of governors and trustees, role of faculty and students in management

Articles for publication should be submitted to:

Kluwer Academic Publishers
Journal's Editorial Office
P.O. Box 990
3300 Dordrecht
The Netherlands

Journal of Management Education

The Journal of Management Education is looking for experienced reviewers for business and society, ethics, and socially responsible business manuscripts. Please go to the journal website (www.jmeweb.org) and fill out the "Reviewers' Information" Sheet in the lower right of the screen. Please include the journals you have reviewed for and how long you have done so. Be sure to include the topics you are most comfortable and knowledgeable reviewing.

Dale Fitzgibbons, Editor
Journal of Management Education

Society for Business Ethics:
Seattle, WA July 31-August 3, 2003

The Society invites submissions of papers, symposia, panels, and special workshops. Papers should not exceed 25 pages, including references and exhibits. Proposals for symposia, panels or special workshops should include a summary statement of the proposed event by its organizer describing

the substance of the panel and providing commitments from all participants. Send four copies of your paper or proposal appropriate for blind review by March 1, 2003, to:

Daryl Koehn, Cullen Chair of Business Ethics, University of St. Thomas, 3800 Monroze Blvd., Houston, TX 77006. Phone (713) 942-5917. Email: koehnd@stthom.edu

Academy of Management Seattle, WA, August 1-6, 2003

The Conference Theme for 2003 is Democracy is a Knowledge Economy. The deadline for paper submissions is January 6, 2003. The Academy requires that submissions be entered electronically into the Academy website prior to submitting the paper to the Division Program Chair. The Academy submission website is scheduled to open around November 1, 2002. That website is <http://aom.pace.edu/submissions>.

For those unfamiliar with the Academy of Management, there are a number of special interest Divisions and Interest Groups, each of which has its own requirements for submissions to the Conference. The Academy of Management website, at <http://aom.pace.edu> has information on the Academy and the Division Program Chairs and domains. For complete information about this Call, please see the website.

International Conference on Advances in Management (ICAM)—Joint Conference with Korean Association of Public Administration

The conference will be held at Seoul, Korean July 16-19, 2003. Summaries of the

papers presented will be published in the proceedings and some selected papers will be published in the Current Topics in Management, Volume 9 (Transaction Publishers), and the International Journal of Organizational Analysis.

You are invited to submit a 650-850 word summary of your paper and/or proposal for a symposium. Send your paper summary or your full paper and/or proposal for symposium with a cover letter as attached files directly to a track chair

(<http://members.aol.com/icam2000/call2003.htm/>).

Papers must be received by January 15, 2003. A double blind review process will evaluate all submissions. Papers should not have been presented or published elsewhere prior to the conference.

For further information, please contact the Conference President, Afzal Rahim, c/o Center for Advanced Studies in Management, 1574 Mallory Ct., Bowling Green, KY 42103, USA. Email: icam2000@aol.com

Call for IABS Newsletter Submissions

Do you have a teaching idea? Have you published your article or your dissertation? Have you seen a journal that you think fits the interests of IABS members? Have you seen a cartoon to lighten our days?

Please send such items and essays and other news and notes for inclusion in the IABS Spring Newsletter to:

Sandra Christensen, Eastern Washington University.
Sandra.christensen@mail.ewu.edu

Deadline for submissions for the spring newsletter is March 1, 2003.



International
Association for
Business and
Society

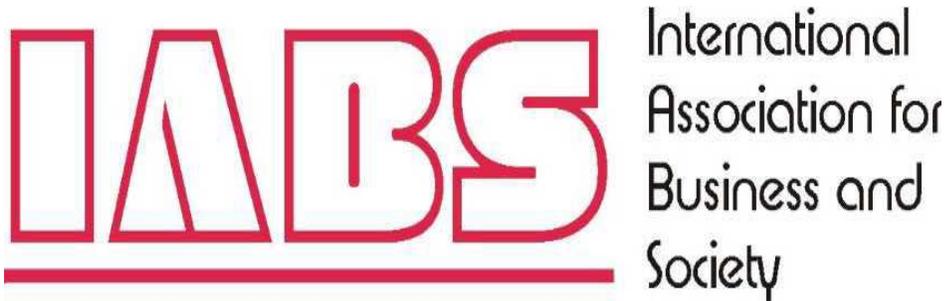
IABS is a learned society devoted to research and teaching about the relationships between business, government and society. On another level IABS is a community of friends and colleagues. Founded in 1990, today it has over 300 members worldwide from over one hundred universities in more than twenty countries as well as members from various corporations and not-for-profit organizations. IABS is a multidisciplinary association, which attracts scholars and executives from all the disciplines of management. Its research domain covers the various aspects of the interface between management and the social political dynamics of the surrounding society. The research domain includes topics such as corporate social responsibility and performance, emerging social issues for business, business ethics, environmental affairs as well as business and government relations, among others. IABS sponsors a journal, *Business and Society*, the only peer-reviewed scholarly journal devoted entirely to research, discussion, and analysis on the relationship between business and society. IABS also organizes annual conferences, which generally meet two years in North America and one year outside of North America. Papers presented at the conference are selected through a blind review process, and published in the conference proceedings.

2002-2003 IABS OFFICERS:

President----- Craig Dunn, San Diego State University
Vice President ----- Duane Windsor, Rice University
2003 Program Chair----- Patsy Lewellyn, University of South Carolina- Aiken
Program Chair Elect-----Kelly Strong, Michigan Tech
Treasurer-----Sara Morris, Old Dominion University
Membership Director-----Irene Houle
Immediate Past-President--- Kathy Getz, American University

PUBLICATIONS AND COMMUNICATIONS

Business and Society Editor-- -----Jeanne Logsdon, University of New Mexico
Business and Society Assoc. Editor-- John Mahon, University of Maine
IABS Newsletter Editor-----Sandra Christensen, Eastern Washington University
Electronic Communications----- Phil Cochran, Pennsylvania State University



Call for Program Proposals

June 26 – 29, 2003

Erasmus University
Rotterdam, The Netherlands

The International Association for Business and Society (IABS) invites you to participate in the 14th annual conference, to be held at Erasmus University, Rotterdam, The Netherlands, June 26 – 29, 2003. Deadline for proposals, papers and abstracts is December 3, 2002.

All topics relevant to the study of business and society are invited. Topics related to a special conference theme track, “The Emergence and Evolution of Institutions in Business and Society” are especially encouraged, which include (not limited to):

- Accountability and transparency
- Global environmental challenges
- Global labor standards and practices
- Governance
- Institutional conflicts
- Multi-sector collaborations
- Theories of corporate/business citizenship

The year 2002 marks the 400th birthday of the first multinational corporation, the United East-India Company (VOC) in Amsterdam. The creation of this new business institution occurred well before the first formal institution of the nation-state at the West-Phalian peace of 1648. Since the early 17th century, the two institutions, corporations and nation-states, have evolved in different directions, with the corporation becoming the main vehicle for creating private economic wealth, and the state ensuring the common interest of the public domain.

As the ongoing processes of globalization, deregulation, trade liberalization and privatization shift the delicate balance of powers between important institutions, especially between business and the nation-state, it is timely to address the emerging practices that modern corporations initiate to collaborate and engage with and to influence their many constituencies.

Which of the emerging experiments in stakeholder consultation, dialogue, accountability, and transparency will ultimately take root in the complex and ongoing play of forces that characterize modern social and economic interaction? This is an important question that the IABS 2003 conference will seek to address. The growth in power and influence of business has been accompanied by the decreasing centrality of the nation-state in contemporary times. The capacity and responsibility for the public domain by governments have been shrinking. It is not yet clear how these developments will affect society, but it does seem clear that modern corporations are going to have a bigger role, and hence greater responsibility, in shaping and safeguarding the future social context of business. Thus, an important theme for this conference involves the emergence and evolution of institutions in business and society that address the reality of the gradual shift of responsibility to shape and safeguard society from governments to business.

IABS conferences invite a variety of formats:

- Innovative Format Session -- a forum for a novel, creative use of conference time
- Discussion Session –a short, informal presentation of a research idea intended to solicit constructive feedback
- Workshop Session –a working meeting to identify and address a defined research or teaching challenge
- Symposium Session –interrelated presentations around a well-defined theme
- Paper Session – a formal summary presentation of completed conceptual or empirical papers

IABS, a learned society devoted to research and teaching about the relationships between business, government and society, is also a community of friends and colleagues. Founded in 1990, it has over 300 members worldwide. Its research domain covers the various aspects of the interface between management and the socio-political dynamics of society. It includes research on corporate social responsibility and performance, emerging social issues for business, business ethics, environmental affairs, and business and government relations. IABS sponsors a journal, *Business & Society*, the only peer-reviewed scholarly journal devoted entirely to research and analysis on the relationships between business and society.

Email or mail five copies of papers and abstracts for consideration by December 3, 2002 to:

Patsy G. Lewellyn, IABS 2003 Program Chair, University of South Carolina Aiken
471 University Parkway, Aiken, SC29801 USA, Phone:803.641.3203, Fax:803.648.7739
Email:lewellyn@aiken.sc.edu

Emailed submissions (preferred) have no requirement for multiple copies. Abstracts, 3-5 pages, should fully describe the objectives and scope of your research. All conference proposals will be subjected to a blind review process.

Each submission should include a cover sheet with the following: author information (name, address, phone, fax, email); corresponding author; intended session format (innovative, discussion, workshop, symposium, or regular paper session).