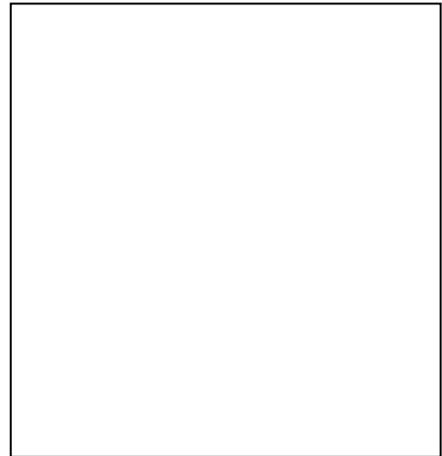




International
Association for
Business and
Society



IABS 2005 Sonoma Valley, CA
March 31 – April 3

The 2005 Annual Meeting of IABS will take place March 31 – April 3, 2005, in the Sonoma Valley, CA, USA. This beautiful region is well known for its wineries and scenery. The conference hotel is the award winning Vineyard Creek Hotel, Spa and Conference Center. Check out its website at <http://www.vineyardcreek.com/>.

The Call for Proposals for IABS 2005 is included in this newsletter.

IABS NEWS

**Introducing Your New Newsletter Editor:
Craig VanSandt**

Greetings to all of you! I assume the duties of IABS newsletter editor with a mixture of anticipation, trepidation, and appreciation for the hard work that our former editor, Sandra Christensen, did. I anticipate that together, we can improve the newsletter by making it more useful to its readers. I hope to add some new features to the letter and would welcome any and all suggestions that you might have. What would you like to see in the newsletter that isn't here now?

Email your suggestions to me at bavansandt@augustana.edu. I am concerned about (is there a verb, trepidate?) my ability to bring you a timely, lively, and visually appealing newsletter. Having no experience in reporting, editing, or desktop publishing, I am a rank amateur when it comes to this job. You will probably note that I don't have some of the graphics that make the letter more appealing—I figure I am doing well on my first try to get it out with no typos. But I will work on making it more visually appealing in future issues! Finally, I want to say a special thank-you to Sandra Christensen for her work in raising the quality of this newsletter during her tenure as newsletter editor, and for her help in the transition. Thank you, Sandra!

**A Message from our President:
Patsy Lewellyn**

The nominating committee is issuing a call for nominations for positions in the upcoming election for Board of Directors and Program Chair. Please direct your nominations to me at plewellyn@bellsouth.net on or before November 1, 2004. Note that my email address is different than it was—I am no longer at USC-Aiken.

The Board has met twice since our 2004 Annual Meeting in Jackson Hole. We convened in Washington, DC in May for the first of what we hope will become an annual strategic planning session. Much of our discussion centered on enhancing the quality (both perceived and actual) of the *Business & Society* journal. All members of IABS can help in that process by submitting papers to the journal. Please consider *Business & Society* as an outlet for your next submission. John Mahon, of the University of Maine, has taken over as the new editor, and is aggressively pursuing all avenues for improvement.

Our second meeting coincided with the Academy of Management conference in New Orleans, during August. We continued our conversation about *Business & Society*, and discussed the upcoming meeting in Sonoma Valley (details are included in this newsletter) and plans for the 2006 IABS conference.

**Program Chair:
Lori Ryan**

Join colleagues and friends for an intellectual springtime retreat to California's lush wine country. Enjoy the newly constructed, award-winning Vineyard Creek hotel and conference center, nestled in the heart of the Sonoma Valley, home of such extraordinary vintners as Kendall-Jackson wines and Korbel Champagne. Santa Rosa is just 40 miles from scenic San Francisco and famed Napa Valley, and 15 miles from the Pacific Ocean's Bodega Bay. Visit <http://www.vineyardcreek.com/> for details.

Northern California labor issues have often been in the economic spotlight, from the long-standing United Farm Workers movement to the recent outsourcing of high-technology jobs to India. In recognition of

the region's history, proposals related to the conference theme of "The New World of 21st-Century Labor" are particularly welcome. We challenge you to go beyond the traditional labor rhetoric and explore how labor issues may be different in the new century. Are we entering the era of a truly global labor force? What is the likely labor progression as countries' economic bases evolve? What business/government issues underlie the proposed regulatory backlash to white-collar outsourcing? Or President Bush's immigration policies? What are the ethical implications of labor-union pension fund activism and employee stock ownership plans?

IABS, a learned society devoted to research and teaching in the area of business, government, and society, is also a collegial community. Founded in 1990, it has more than 300 members worldwide. Its research domain covers the various aspects of the interface between business and the socio-political dynamics of its environment. It includes research on corporate social responsibility and performance, business ethics, stakeholder theory, environmental affairs, business and government relations, and cross-cultural issues. IABS also sponsors a highly ranked, widely indexed journal, *Business & Society*, the only peer-reviewed scholarly journal devoted entirely to research into and analysis of the relationships between business and society.

We invite a variety of formats:

Discussion Session—a short, informal presentation of a research idea intended to solicit constructive feedback

Workshop Session—a working meeting to address a specific research or teaching challenge

Symposium—presentations related to a well defined theme

Paper Session—a formal summary presentation of completed conceptual or empirical papers

Abstracts, 3-5 pages double spaced, 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 author information (name, address, phone, fax, email); corresponding author; and intended session format (discussion, workshop, paper, or symposium).

Email one copy or mail five copies of proposals for consideration by October 15, 2004, to:

Lori Ryan, IABS 2005 Program Chair
College of Business Administration
San Diego State University
5500 Campanile Drive
San Diego, CA 92182
E-mail: Lori.Ryan@sdsu.edu

We will also need your services as a reviewer for submissions. If you are willing to help in this important way, and have not already notified me, please see the back page of this newsletter. Thanks for your help!

Business & Society News:

John Mahon, University of Maine, is the editor of *Business & Society*. He began receiving new submissions on January 1, 2004.

Business & Society encourages electronic submission of manuscripts. Submissions should be sent as email attachments to the editor, in two files. One file contains only

the cover page, with title and complete contact information for all authors. The second file contains the abstract, text, all tables and figures, and references—everything necessary to send out for blind review to the referees.

Send submissions to mahon@maine.edu.

If electronic mail is not available, an author can submit a manuscript to the editor along with a disc containing the full manuscript. Dr. Mahon's mailing address is:

Dr. John F. Mahon
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USA

IABS Best Paper Competition for Articles Published in 2003:

Please submit your best papers for this year's Best Paper Award! This annual IABS award is cosponsored by the California Management Review and carries a small monetary award. The winner will be announced at the April IABS meeting. All submitted papers will be read and carefully considered by the selection committee. Self-nominations as well as nominations of other people's work are strongly encouraged.

The criteria for submitted papers are: 1) At least one author must be a current member of IABS and 2) it must have been published in calendar year 2003 in a print or online journal. THAT'S IT!!! It's so easy!! Just pick out your best papers, or an article you

loved from that year, and send them to Robin Derry at the address shown below.

Last year 33 papers were submitted. I bet we can do better this year! We have an enthusiastic selection committee of readers, eager to argue with each other. So send us your best!

DEADLINE for submissions: November 10, 2004. Do it now!

Please submit hard or electronic copies, making sure to include the full citation of where and when the article was published. Send to:

Robbin Derry
MORS Department
Kellogg School of Management
Northwestern University
2001 Sheridan Road
Evanston, IL 60208
Or electronic copies to:
r-derry@kellogg.northwestern.edu

Questions? Contact me:
r-derry@kellogg.northwestern.edu or
847-491-4976

CONFERENCE REPORTS

In July 2004 almost 200 professors met in Boulder, Colorado to exchange ideas on teaching business ethics. For two days, this group heard presentations on various techniques ranging from the use of cases, to multi-media resources, to general pedagogical strategies, all designed to improve the teaching of business ethics.

This Teaching Business Ethics Conference was sponsored by AACSB, the University of Colorado at Boulder, Colorado State University, and the University of Wyoming,

and was organized by Bob Kolb, O.C. Ferrell, and Linda Ferrell from the three universities, respectively.

Attendees were drawn from all over North America with some representation from Europe and Asia as well. Proficiency and prior experience at the conference ranged from novice to full-time specialists. Based on the attendance, it appears that many universities are expanding their efforts in business ethics and that professors with no prior business ethics training or teaching experience are being asked to develop teaching abilities in this area.

The conference was organized to emphasize an interchange of ideas, with the view that everyone can improve his or her teaching. While this is probably true for any topic area, the unsettled subject matter and pedagogy of business ethics as a discipline probably makes this even more the case.

A post-conference survey of participants indicated general approval of the experience, with almost 80 percent of respondents indicating that they would like to participate in the next such conference. Ferrell, Ferrell and Kolb are working with the AACSB to plan a similar event for next year to be held in Boulder again.

IABS MEMBER NEWS

Robert Boutilier has left the Centre for Innovation in Management (CIM) in the Faculty of Business at Simon Fraser University to become an Associate of the Centre for Sustainable Community Development (CSCD, www.cscd.sfu.ca) in the Faculty of Arts at SFU. His focus there will be on research on the role of corporations in sustainable community economic development. Bob's

contact information remains the same (604-433-2441, boutilier@sfu.ca).

Jonathan Doh has been appointed to the Editorial Review Board of the Journal of International Business Studies.

The study, "Corporate social and financial performance: A meta-analysis," written by **Marc Orlitzky**, F. L. Schmidt, and S. L. Rynes, has won the 2004 Moskowitz Prize. This prize is awarded each year by social investors seeking to recognize the strongest quantitative study relevant to the social investment field. Abstracts of past winners and an annotated bibliography on social investing can be found at www.sristudies.org.

Donna Wood, The David W. Wilson Chair in Business Ethics, University of Northern Iowa, was a "Distinguished Speaker" at the Administrative Sciences Association of Canada (ASAC) 2004 Conference held in Quebec City in June. The title of her address was "From Stakeholder Thinking to Stakeholder Theory: Taking Stakeholders Seriously." ASAC is the main management/business academic association in Canada and annually invites leading academics from around the world to make presentations at the conference.

In July **Diane Swanson** was presented with "The Outstanding Business Ethics Educator Award" at the Teaching Business Ethics Conference, sponsored by AACSB International, Colorado State University, University of Colorado, and University of Wyoming.

At this same conference Diane spoke on the role of ethics education and conducted a workshop on teaching business ethics holistically.

CALLS FOR PAPERS

CALL for PAPERS: Conference for Promotion of Entrepreneurship and Human Rights, August 1-3, 2005. The freedom to organize a new business is the key to wealth and job creation. The success of new businesses in a global economy depends on respect for human rights. Access to education, credit, security, due process, and information are as essential to entrepreneurs as they are to private individuals. Respect for human rights is thus linked to entrepreneurship.

We invite papers from academics and practitioners for this conference. Business analyses and case studies dealing with factors facilitating/hindering ethical, environment-friendly and fair entrepreneurship is the focus many sessions. This international conference is sponsored by Fordham University and Universidad Iberoamericana in Puebla, Mexico. The venue is Fordham's Lincoln Center New York City campus (next door to the *Lincoln Center for the Performing Arts*). Send up to 250 word abstract (with name, affiliation, e-mail address) by February 15th 2005 to Vinod@fordham.edu.

For up to date information regarding deadlines, accommodation, proceedings volume, preliminary program, financial support, etc. please see the conference website and the links provided in the right column. <http://www.fordham.edu/EHR05>

Call for Papers: "Corporate Retirement Security: Social and Ethical Issues" Symposium on Business and the Broader Culture March 11, 2005 Boulder, Colorado.

We seek academically oriented, high quality studies of social and ethical issues related to

corporate retirement security plans. The symposium will focus specifically on corporate retirement programs, rather than Social Security or governmentally sponsored retirement plans. Likely approaches might include, but should not be limited to: the social and ethical implications of a firm's funding obligations, the social role of the Pension Benefit Guaranty Corporation (PBGC), the circumstances under which corporations can ethically terminate or alter the terms of their retirement plans, and social and ethical issues related to structuring corporate plans as defined-contribution versus defined-benefit plans.

The papers must be in English and an ideal length is 20 pages. Papers presented at the symposium will be published in our monograph series, the Leeds School Series on Business and Society, published by Blackwell Publishers. Travel grants and honoraria will be available for paper presenters. Please see our web site for further details.

Submit two-page proposals by December 3, 2004 and final papers no later than January 21, 2005 to:

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**SOCIAL ISSUES IN MANAGEMENT
(SIM) DIVISION
INITIAL CALL FOR SUBMISSIONS –
PAPERS AND SYMPOSIA
ACADEMY OF MANAGEMENT –
HONOLULU 2005
AUGUST 5–10, 2005**

**Theme: “A New Vision of Management in
the 21st Century”**

**Deadline for Academy of Management
Submissions: January 10, 2005**

**SIM Program Chair: Duane Windsor
(Rice University), sim.aom@rice.edu**

The Academy of Management will issue to all its members the official call for papers and symposia (Monday – Wednesday program) and also Friday – Sunday professional development workshops (PDW) for the 2005 Honolulu meeting. Tom Donaldson of Wharton is the SIM PDW Chair for the Honolulu conference. The basic information for SIM regular program that will appear in the Academy (AOM) call is repeated below.

Specific Domain (SIM): Encompasses the exploration and analysis of various environments’ and stakeholders’ influence upon the organization and the organization’s effect upon these groups. Specifically, the domain includes: the Social Environment (which includes topics such as corporate social responsibility, corporate and business citizenship, corporate philanthropy, stakeholder management, and corporate social performance); the Ethical Environment (which includes topics such as corporate codes of ethics, corporate crime, individual ethical behavior, the influence of the organization on ethical conduct, ethical implications of technology, and the assessment of personal values and corporate culture); the Public Policy Environment (which includes topics such as political action committees, the legal and regulatory areas, and the influence of business on political processes); the Ecological Environment (which includes topics such as environmental management and various ecological issues); the Stakeholder Environment (which includes topics such as

the impact of corporate use of technology, workplace diversity, corporate governance, and public affairs management); and the International Environment (which includes international dimensions of topics in each of the previously mentioned environments, plus the topic of how the nation-state system affects international organizations).

Special Instructions (SIM):

Papers and symposia that address critical issues within one or more of the division's multiple environments, as described in the domain statement, and topics with potential cross-fertilization between SIM and other management disciplines are encouraged. SIM strongly encourages symposia submission to multiple divisions.

Division Awards: The division sponsors awards for best competitive paper and for best dissertation. The deadline for submitting abstracts of dissertations within the SIM domain, which have been completed within the past two years, is May 1 of each conference year. [Dan Gilbert, Gettysburg College, is chair of the dissertation award committee.]

Submission Instructions: Please follow the AOM general submission guidelines. [For 2005, all paper and symposia proposals will be submitted to the Academy of Management website and not to the SIM program chair. So please follow the AOM general submission guidelines. All other SIM correspondence concerning the Monday – Wednesday conference should be directed to sim.aom@rice.edu for Duane Windsor, program chair.]

The Eastern Academy of Management
2005 Meeting: May 11-14, 2005
Sheraton Hotels, Springfield, MA

Theme: *Managing Ethically in Times of Change*

CALL FOR PAPERS

Submission Deadline: December 8, 2004

Program Chair: Shanthi Gopalakrishnan (gopalakr@adm.njit.edu)
Website: www.eaom.org/AnnualMeetings/Springfield2005

Ethics has taken center stage in the effective management of organizations. The underlying value system of individuals, groups, and organizations has a significant impact on every segment of society. The bankruptcy of Enron, the dissolution of Arthur Andersen, the litigation against tobacco companies, and the controversies surrounding human cloning all emphasize how a disregard for ethics can seriously impact organizational and societal well being. Governments, companies, and regulatory bodies have become immensely sensitive to issues of ethics and social responsibility. While society must address some of these significant ethical conundrums, the everyday ethical dilemmas that individuals face also need to be explored. As academics and practitioners, it is imperative that we promote ethics as a central part of our curricula and research agenda and spend more time teaching, researching, and discussing ethics collectively.

Despite changes in the context that organizations operate in (for example, management compensation patterns, stock market pressure on meeting quarterly targets, technology, globalization, increasing workforce diversity), organizations need to recognize that certain underlying values such as fairness in the treatment of individuals, respect for the environment, and an emphasis on doing the right thing need to be universal and unchanging. This

conference provides a forum for us as academics and practitioners to discover ways to make issues related to ethics and values more integral to our thinking, our decision making, and our actions.

SUBMISSION INFORMATION: This will be a paperless process – all submissions must be made via the conference’s Internet interface, located at:

<http://www.eaom.org/AnnualMeetings/Springfield2005/> no later than December 8, 2004.

Before submitting your paper, please ensure that it adheres to the following guidelines:

- Submissions should be a maximum of 30 pages, including tables, figures, references and appendices.
- Author names and identifying information should be on the first page only. The second page should only contain the title and a 100 word abstract. The content of manuscript should start from the third page. Submissions will be blind peer reviewed, so please ensure that author names and other identifying information does not appear anywhere in your manuscript (except for the first page).
- Your manuscript should be submitted as a Microsoft Word or Rich Text Format file. All text in the manuscript should be double spaced, with a 1 inch margin on all four sides. The paper size should be set to ‘Letter’ (8.5 inches X 11 inches). Manuscripts should be prepared in Times Roman Font, Font size 12.

Once your submission is accepted, at least one author (for symposia, each panelist) must register and present their work at the conference. Authors are requested to assist in the review process. We will publish all accepted papers and a list of reviewers in the CD-ROM proceedings.

**The Midwest Academy of Management
March 31st-April 2, 2005
Millennium Knickerbocker Hotel
Chicago**

We encourage you to submit research papers, new research ideas (works-in-progress), symposia, university showcase sessions, and case studies, particularly those that relate to our meeting theme of “Collaborative Improvisation: The Playful Intersection of Jazz and Work.”

Many questions can be explored as we begin to play out the lessons from jazz that can be translated into how we think and define our own view of organizations, including:

- *How do management scholars and practitioners assist organizations in responding and acting strategically to consistently and rapidly changing global business conditions?
- *As managers, how can we be more proficient at moving back and forth between leading and supporting managerial roles and maintain the pace and tempo at which others within the organization are operating?
- *How do we hire, develop and retain talent by creating a culture of performance, creativity, innovation, and constant learning?
- *How do we assist managers in being proficient in creating organizational vision and goals without being dependent on action plans or scripts?
- *How do organizations collaboratively improvise internally and externally so that they are able to adopt new designs and practices that allow them to continually realign their organizations with new and emerging opportunities?

As you can imagine, there are many possibilities in the use of this theme for the 2005 program. Be creative and use your own jazz theme! Please plan to submit a paper, symposium, or workshop for the 2005 meeting (please see www.midwestacademy.org/2005call.doc for submission information; Deadline for receipt of electronic submissions is Friday, October 29th, 2004).

Hope to see you there!

Jill Kickul
2005 Program Chair, Midwest Academy of Management Conference
<http://www.midwestacademy.org>

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MEMBERS' PUBLICATIONS

Ans Kolk (2004), "A decade of sustainability reporting: developments and significance," *International Journal of Environment and Sustainable Development*, 3(1), 51-64.

Abstract: Since the publication of the first separate environmental reports in 1989, the number of companies that has started to publish information on its environmental, social or sustainability policies and/or impacts has increased substantially. This article gives an overview of worldwide

trends in the frequencies of reporting in the past decade, based on surveys carried out since the early 1990s. Although clear differences between countries and sectors can be noted, reporting continues to rise, and there is a clear tendency towards the inclusion of societal, and sometimes also financial, issues. The article also analyses the latest developments with regard to the contents of these sustainability reports, focusing on economic aspects and business drivers, stakeholder dialogue and feedback, and benchmarking of performance. The final section discusses the significance of reporting, introducing the concept of 'implementation likelihood', and the components of an analytical scheme to assess this for sustainability reports.

Ans Kolk & Jonatan Pinkse (2004), "Market strategies for climate change," *European Management Journal*, 22(3), 304-314.

Abstract: The issue of climate change has attracted increasing business attention in the past decade. Whereas companies initially aimed primarily at influencing the policy debate, corporate strategies increasingly include economic responses. Existing classifications for climate change strategies however still reflect the political, non-market components. Using empirical information from the largest multinational companies worldwide, this article examines current market responses, focusing on the drivers (threats and opportunities) and the actions being taken by companies to address climate change. It also develops a typology of climate strategies that addresses the market dimensions, covering both the aim (strategic intent) and the degree of cooperation (form of organisation). The aim turns out to be either innovation or compensation, while the organisational arrangements to reach this objective can be oriented at the company level (internal), at

companies' own supply chain (vertical) or at cooperation with other companies (competitors or companies in other sectors - horizontal). The typology can assist managers in deciding about the strategic option(s) they want to choose regarding climate change, also based on the insights offered by the paper about the current state of activities of other companies worldwide.

Ans Kolk & Rob van Tulder (2004), "Ethics in international business: multinational approaches to child labor," *Journal of World Business*, 39, pp. 49-60.

Abstract: How do multinationals address conflicting norms and expectations? This article focuses on corporate codes of ethics in the area of child labor as possible expressions of Strategic International Human Resource Management. It analyses whether fifty leading multinational adopt universal ethical norms (related to exportive HRM) or relativist ethical norms (related to adaptive HRM and multi-domestic strategies). Child labor is not an issue where universalism prevails. Although some multinationals adhere to universal ethical norms, HRM practices are largely multidomestic. To manage the ethical dilemmas, shown from case material, strategic trade-offs (concerning strategy context, process and content, and particularly organizational purpose) are outlined.

Ans Kolk & Rob van Tulder (2004), "Internationalization and environmental reporting: the green face of the world's leading multinationals," in: S. Lundan (ed), *Multinationals, environment and global competition*, Oxford: Elsevier, Research in Global Strategic Management, Vol. 9, 95-117.

Abstract: This paper examines the green face of the world's one hundred largest firms from developed economies by linking degrees of internationalization to (pro)activity on environmental reporting. A bargaining approach, emphasizing intrinsic and extrinsic motivations, is applied to understand why the most international firms show the greenest face. Bargaining relations within the home country appear to be most important. Country characteristics explored include size, openness and the nature of business-society relationships.

Ans Kolk & David Levy (2004), "Multinationals and global climate change: issues for the automotive and oil industries," in: S. Lundan (ed), *Multinationals, environment and global competition*, Oxford: Elsevier, Research in Global Strategic Management, Vol. 9, 171-193.

Abstract: This chapter analyzes the strategic responses by US and European multinational enterprises (MNEs) in the oil and automobile industries to the global climate change issue. We examine and attempt to explain the differences across regions, across industries, and the changes over time. Traditional economic drivers of strategy do not provide a satisfactory account for these differences, and the chapter focuses instead on the conflicting institutional pressures on MNEs and the implications for their climate strategy. The home-country institutional context and individual corporate histories can create divergent pressures on strategy for MNEs based in different countries. At the same time, the location of MNEs in global industries and their participation in 'global issues arenas' such as climate change generate institutional forces for strategic convergence. It appears that local context influenced initial corporate reactions, but

that convergent pressures predominate as the issue matures.

Black, L. D., & Hartel, C. E. J. 2004. The Five Capabilities of Socially Responsible Companies. *Journal of Public Affairs*, 4(2): 125-144.

Abstract: This paper develops and tests a model that integrates processes of public affairs management with stakeholder engagement and dialogue, business ethics, and social reporting to explain social responsibility capabilities in organisations. The model, called Corporate Social Responsibility (CSR) Management Capacity, describes social responsiveness as arising from a firm's social responsibility orientation and its public relations orientation. The paper shows how the model can be used by managers to measure, manage and improve their company's ability to be socially responsible.

Leeora D. Black, 2004, *How Companies Manage for Good*, PhD thesis, Department of Management, Faculty of Business and Economics, Monash University

Abstract: This thesis comprises a mixed-method field study of Australian business which draws on public relations and corporate social responsibility theory to build and validate a management performance and evaluation tool that identifies and measures the critical management capabilities for maintaining socially responsive corporate behaviour. The research employs an open-ended iterative pattern of induction and deduction and engages both quantitative and qualitative methods to develop and test emerging theory. Five empirical studies led to the creation and validation of a conceptual framework and a tool for assessing the organisation's level of competency in

maintaining socially responsible corporate behaviour. Theory-building was carried out through semi-structured, open ended interviews, focus groups and the Q-sort method. Theory-testing was carried out by operationalising emerging constructs as Likert-style psychometric scales and testing them within a theoretical model. The first two studies developed the sensitising concepts of public relations orientation and corporate social responsibility orientation and tested them in a survey of 205 public affairs managers from 160 Australian organisations. The final three studies synthesised the two orientations into a model of management capabilities and tested the model in two large Australian multinational firms in the resources and banking sectors. The results show that public relations mediates the contribution of social responsiveness to firm performance and that corporate social responsiveness has significant outcomes for employee stakeholders; namely, increased commitment to and identification with the focal firm, strengthened organisational self-image and reduced intention to quit. The thesis contributes to theory and practice by extending previously published models of corporate social responsiveness and by providing managers with an actionable and measurable model of social responsiveness capabilities.

C. W. Boyd, 2004, "The Structural Origins of Conflicts of Interest in the Accounting Profession." *Business Ethics Quarterly*, 14, 3, July, 377-398.

Abstract: This paper describes the professional ethical context behind the failure of Arthur Andersen's audit of Enron. It is argued that the evolution of extreme industrial concentration in the accounting profession, and the subsequent unrestrained diversification of the "Big Five" accounting

firms were the sources of multiple conflicts of interest that were unresolved by the time of the Enron debacle. In the post-Enron era, the problems of commercial conflicts of interest and of highly concentrated power in the profession remain important issues.

C. W. Boyd 2004. "The Last Straw": A Review of *Final Accounting: Ambition, Greed and the Fall of Arthur Andersen* by Barbara Ley Toffler with Jennifer Reingold" *Business Ethics Quarterly*, 14, 3, July, 581–592.

Abstract: This 6,500 word article reviews Barbara Ley Toffler's analysis of the reasons for the downfall of Arthur Andersen. From her unique perspective as a temporary insider (she spent four years running the firm's Ethics and Responsible Business Practices unit) she paints an astonishing picture of an organization that was previously devoted to the highest standards of ethical integrity, but which went off the rails because of greed and a lack of strong leadership. Her succession of tales about the corruption of the independence of the audit side of Arthur Andersen by the never-ending quest to obtain consulting income from audit clients raises issues about the integrity of whole accounting profession. This article suggests that the recent succession of scandals in the accounting profession may have a parallel in the modern scandals within the Catholic Church. It is argued that the profession's inability to police the conduct of its major firms arose because professional accountants had developed a misplaced grand conviction of their individual and collective ethical integrity that required neither articulation nor defense.

Doh, Jonathan P, Teegen, Hildy, and Mudambi, Ram. 2004. "Balancing Private and State Ownership in Emerging Markets'

Telecommunications Infrastructure: Country, Industry, and Firm influences." *Journal of International Business Studies*, 35 (3): 233-250.

Abstract: Bargaining between host states and investors over the terms of investment in sensitive sectors of the economy generates political and economic tensions. In this study, we investigate the factors that contribute to the outcomes of those negotiations as measured by the private (versus state-owned) share of newly consummated telecommunications infrastructure projects. We find that private ownership is positively associated with overall economic development and investment liberalization in the host country and with greenfield (versus divestiture) and joint venture (versus wholly owned) projects. Private ownership is negatively associated with existing telecommunications infrastructure, higher levels of state ownership of foreign investing firms, and the technological sophistication of the projects. Our analysis also shows a curvilinear (inverted U-shaped) relationship between investment policy hazards and private ownership. This finding supports the insight from transaction cost economics that potential gains from internalization are greatest at intermediate levels of uncertainty.

Guay, Terrence, **Doh, Jonathan**, and Sinclair, Graham. 2004. "Nongovernmental Organizations, Shareholder Activism, and Socially Responsible Investments: Ethical, Strategic, and Governance Implications." *Journal of Business Ethics*, 52 (1): 125-139.

Abstract: In this article, we document the growing influence of non-governmental organizations (NGOs) in the realm of socially responsible investing (SRI). Drawing from ethical and economic perspectives on stakeholder management

and agency theory, we develop a framework to understand how and when NGOs will be most influential in shaping the ethical and social responsibility orientations of business using the emergence of SRI as the primary influencing vehicle. We find that NGOs have opportunities to influence corporate conduct via direct, indirect, and interactive influences on the investment community, and that the overall influence of NGOs as major actors in socially responsible investment is growing, with attendant consequences for corporate strategy, governance, and social performance.

Orlitzky, M., Schmidt, F. L., & Rynes, S. L. (2003). "Corporate social and financial performance: A meta-analysis." *Organization Studies*, 24:3, pp. 403-441.

Robert Sexty, 2003, "Recognizing Sainly Business: Lessons from Saint Homobonus," *New Academy Review*, Volume 2, Autumn, pages 55-65.

Abstract: Sexty, of Memorial University of Newfoundland, discovered that there was a patron saint of business, Homobonus. This resulted in a paper, now available at: <http://www.ucs.mun.ca/~rsext/saintly.htm>. The paper gives background on sainthood and Homobonus and identifies issues relating to the recognition of social responsibility in contemporary society. This research has lead Robert to ask whether or not there should be a patron saint dedicated to corporate social responsibility or the ethics of business. He is asking IABSers to submit suggestions to him at rsext@mun.ca.

Swanson, D. L. 2004. "The Buck Stops Here: Why Universities Must Reclaim Business Ethics Education," *The Journal of Academic Ethics*, 2 (1): 1-19.

Abstract: Given the groundswell of corporate misconduct, the need for better business ethics education seems obvious. Yet many business schools continue to sidestep this responsibility, a policy tacitly approved by their accrediting agency, the Association to Advance Collegiate Schools of Business (AACSB). Some schools have even gone so far as to cut ethics courses in the wake of corporate scandals. In this article I discuss some reasons for this failure of business school responsibility and put forth the argument that top university officials must go beyond weak accrediting standards to insist that ethics courses be required in the business school curriculum. Otherwise, students will continue to get the message that practicing managers have little or no legal and ethical responsibilities to society.

POSITION ANNOUNCEMENTS

Creighton University

Faculty Position in Business Ethics/Business and Society <http://cobweb.creighton.edu> click on "Career Opportunities"

CREIGHTON UNIVERSITY College of Business Administration invites applications for a tenure track Assistant Professor of Business Ethics and Society beginning fall, 2005. The ideal candidate will have a Ph.D. in philosophy or business. Specialization in business ethics/business and society through teaching or research is essential.

Teaching load is six classes per year and summer teaching is available. Courses include a mixture of undergraduate and masters-level ethics and business and society courses. An interest in experiential learning pedagogy, including service-learning, is preferred with an expectation that it would complement the applicant's

active involvement in professional/ community service. The College seeks a balanced teacher, scholar with a commitment to excellent teaching as well as outstanding scholarship. Tenure requirements include a strong research record. The applicant will find College faculty interested in collaborating on various research projects. Interest in participating in an emerging Center for Business Ethics within the College is important, with the ability to contribute to an extracurricular business ethics program for the College's undergraduate and graduate business students as well as the Dean's Honor Roll for Social Responsibility. The candidate will also be asked to provide academic advising for students, including students majoring in business ethics.

Creighton University is a private Jesuit, Catholic coeducational urban university that encourages applications from qualified individuals of all backgrounds who believe they can contribute to the distinctive educational traditions of the university. Creighton has regularly been ranked by U.S. News and World Report as the best or one of the best regional liberal arts institutions in the Midwest. The College of Business Administration is accredited by the AACSB with an enrollment of approximately 700 undergraduate and 170 graduate students. Our students are served by 30 full-time faculty members complemented by adjunct professors. Degrees awarded include the BSBA, MBA, Master of Science in Information Technology Management (MSITM), and the Dual Master of Business Administration/MS–Information Technology Management (MBA/MS-ITM).

Interested candidates are encouraged to submit a letter of application, detailed vita, evidence of established or emerging excellence in teaching and scholarship, and

the names of three references (with address, phone number, and email) by November 15 to: Dr. Beverly Kracher, Associate Professor of Business Ethics and Society, College of Business Administration, Creighton University, Omaha, NE 68178. Applications will be reviewed in the fall and on-campus interviews will occur in the early spring.

Creighton University is an affirmative action/equal opportunity employer and seeks a wide range of applicants for this position so that one of our core values—ethnic and cultural diversity—may be realized.

School of Management, Royal Holloway College, University of London, UK.

There is a academic fellowship available starting 1 Jan 2005 in the area of sustainability and related fields. The position is linked to a Centre for Research into Sustainability and will have the opportunity of collaboration with staff working in the school in those areas. There is a Lecturer position in business ethics, currently held by Dr Lutz Preuss (www.rhul.ac.uk/management), and from October 2004, a chair in CSR and Business Ethics, held by Professor Dirk Matten (currently www.nottingham.ac.uk/business/ICCSR/).

It is certainly a great opportunity to work in a young and growing centre in a well regarded University in one of the most interesting towns in the world!

Lindner-Gambal Professor of Business Ethics

The George Washington University has established the Linder-Gambal Professorship in Business Ethics through the generous contribution of A. James Clark. This professorship is named to honor two

distinguished alumni—Thaddeus A. Lindner, BA '51 and Sergius Gambal, BA '52 in recognition of the honesty and integrity they have exhibited in conducting their business careers, serving as an example for future generations of George Washington students.

Candidates for this professorship must hold an appropriate earned doctorate. A strong publication record is required, as well as evidence of teaching effectiveness in areas directly related to business ethics, the responsibility of business in society, ethical leadership, ethical decision-making or corporate governance. Candidates will be considered for tenure in a GW Business School department most closely related to the candidate's academic background, experience, teaching and research interests. Salary will be competitive.

The Lindner-Gambal Professor in Business Ethics is expected to provide new impetus for anchoring ethics within the curricula and programs of the School of Business. The Linder-Gambal Professor would become a catalyst for focusing on creative methods for introducing ethics to both students and faculty.

Review of applications will begin on December 13, 2004 and will continue until the position is filled. The decision regarding appointment is determined by mutual agreement among the Executive Vice President for Academic Affairs, Dean of the School of Business, and faculty of the relevant home department following the recommendation of the search committee. Interested candidates should send their curriculum vitae and the name and address (including email and telephone) of three references to:

Donald E. Hawkins, Chairman
Search Committee
School of Business
The George Washington University
600 21st Street, NW
Washington, D.C. 20052

**THE RATH CHAIR IN STRATEGIC
MANAGEMENT
MICHAEL F. PRICE COLLEGE OF
BUSINESS
THE UNIVERSITY OF OKLAHOMA**

The University of Oklahoma Michael F. Price College of Business is pleased to announce that applications and nominations are being accepted for the RATH CHAIR IN STRATEGIC MANAGEMENT. This chair is funded by a generous donation from the Rath Foundation. The intent is to identify a leader in scholarly thought in the strategic management area. This person will continue to build our scholarly capabilities in business strategy at the Michael F. Price College of Business.

The candidate must have an earned doctorate. Ideal candidates will have an internationally recognized research record and extensive teaching experience in strategic management and/or international strategic management with qualifications for tenure at the Full Professor level at the University of Oklahoma. Evidence of high level scholarly contributions to the strategic management literature is required.

A substantial salary along with research and travel support will be provided. Applications should include a letter of interest and a resume along with the names, addresses, telephone, and FAX numbers of four references. Nominations are also solicited. Applications will be reviewed immediately and the process will continue until the position is filled.

The University of Oklahoma is a comprehensive research university offering a wide range of undergraduate, masters and Ph.D. programs plus an extensive continuing education and public service program. The Michael F. Price College of Business is AACSB accredited at all levels with approximately 4,200 students in bachelors, masters and Ph.D. programs.

The Management Division in the Michael F. Price College of Business currently has twelve full-time faculty members. Faculty in Strategic Management include: Lowell Busenitz, Richard Johnson, Mark Sharfman and Laszlo Tihanyi. Faculty from other areas of management include Michael Buckley (Division Chair), Samir Barman, Mark Bolino, Claudia Cogliser, Russell Driver, David Ralston, Craig Russell, and Richard Tersine.

Please contact the committee through:

Rath Chair in Strategic Management Search Committee
C/O Michael R. Buckley, Division Director, Management
Michael F. Price College of Business
The University of Oklahoma
307 W. Brooks
Norman, OK 73019
U.S.A.

For additional information please contact either Richard Johnson rajohnson@ou.edu or Michael Buckley mbuckley@ou.edu or call (405) 325-2651.

The University of Oklahoma is an Equal Opportunity/Affirmative Action employer. Women and minorities are particularly encouraged to apply.

Position: Head, Department of Management
Institution: Terry College of Business
University of Georgia
Athens, GA 30602

Subject to budgetary approval, the Department of Management of the Terry College of Business seeks applications and nominations for the position of Department Head. The starting date of this position is August 1, 2005.

Description:

The Head of the Department of Management provides academic leadership for the department's undergraduate, master's and doctoral degree programs and its related research and executive education activities, guides and oversees departmental processes, decisions on personnel, curriculum and budget, and serves as a liaison to the college, university and business community. The Department of Management consists of 16 full-time faculty with expertise in Organizational Behavior and Human Resource Management, Strategy and Entrepreneurship, Ethics, and Operations Management. Additional information about the department and its faculty is available at our web site:

www.terry.uga.edu/management/.

Requirements/Qualifications:

The successful candidate will have a doctoral degree in Management or a related discipline, and a strong record of scholarship in research and teaching that is consistent with a tenured appointment at the rank of Professor. He or she will also have demonstrated effectiveness in administrative responsibilities, and must be able to work with the academic and business communities to meet research and educational demands.

Other Information:

Salary is commensurate with rank and

experience. Applications (including cover letter indicating interest and qualifications, curriculum vitae, and contact information for three references) should be e-mailed as pdf or Word attachments to the [Search Committee Chair](#):

William D. Lastrapes
Head, Department of Economics
mgtsrch@uga.edu
Terry College of Business
University of Georgia
Athens, GA 30602
706 542 3569

OTHER OPPORTUNITIES

If you did not serve in 2004 (New Orleans Conference) as a reviewer for the SIM Division (Academy of Management), please consider serving as a reviewer for 2005 (Honolulu Conference). Please contact Duane Windsor, SIM Program Chair 2005, at odw@rice.edu.

The 41st Annual International Collegiate Business Strategy Competition April 14-16, 2005

Offer your students a REAL challenge by competing in the 41st Annual International Collegiate Business Strategy Competition (based upon The Business Policy Game: An International Strategy Simulation). Whether you advise a team as a special class or on a noncredit basis, participating in the competition will provide your students with a unique learning experience that they will remember the rest of their lives.

Please join us for the 41st annual event to be held in San Diego, California at the Bahia Hotel. The remote phase of the competition begins in February with teams uploading decisions and receiving output via the

Internet once a week. The intensive phase takes place in San Diego on April 14-16 with all teams gathering to submit ten more decisions, meet with their board of directors (a select group of business executives) make a formal presentation to their board and attend a gala awards banquet.

For more information go to www.eskimo.com/~fritzs and click on Competition. Or contact Robin Murphy at rmurphy@sandiego.edu.

Neil Wollman; Ph. D.; Senior Fellow, Peace Studies Institute; Professor of Psychology; Manchester College, North Manchester, IN 46962; njwollman@manchester.edu; 260-982-5346; fax 260-982-5043

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 for themselves what it means to be socially and environmentally responsible. Students at over a hundred colleges and universities have used the pledge at some level. The schools involved include small liberal arts colleges (Colgate and Skidmore); large state universities (Oregon and Utah), and large private research universities (Harvard and Stanford). The Pledge is also now found at graduate and professional schools, high schools, and schools overseas (e.g., in France, Taiwan, Canada, and Australia).

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, over 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 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*, *Washington Post*, *Associated Press*, and *Chronicle of Higher Education*), as well as being covered in magazines (e.g., *Business Week*), national radio networks (for instance, ABC), and local TV stations (like in Ft. Wayne, IN).

In a sense, the Pledge operates at three levels: students making choices about their employment, schools educating about values and citizenship rather than only knowledge and skills; and the workplace and society being concerned about more than just the bottom line. Think of the impact if even a significant minority of the one million college graduates each year signed and carried out the Pledge.

The Campaign has a web site, at <http://www.graduationpledge.org> PLEASE KEEP US INFORMED OF ANY PLEDGE EFFORTS YOU ARE EVEN CONSIDERING TO UNDERTAKE, AS WE TRY TO MONITOR WHAT IS HAPPENING, AND PROVIDE PERIODIC UPDATES ON THE NATIONAL EFFORT (INCLUDING HINTS ON HAVING A SUCCESSFUL CAMPAIGN). Contact NJWollman@Manchester.edu for information/questions/comments

NEWS FROM RELATED ORGANIZATIONS

The 2005 Social Issues in Management Doctoral Dissertation Award Committee is chaired by Dan Gilbert, Gettysburg College(dgilbert@gettysburg.edu). Information about eligibility and instructions for submitting dissertation abstracts will be included in upcoming IABS newsletters.

Join us in California Wine Country!

*Annual Meeting of the International Association for Business & Society
Vineyard Creek Hotel, Spa, and Conference Center
Sonoma valley, California
March 31-April 3, 2005*

Call for Reviewers

An academic conference can't happen without the support of dozens of reviewers. Please check all the areas where your interests and expertise lie and give us your current contact information, so that we can send you proposals for review this Fall. Thank you for helping to make our 2005 conference possible!

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|---|--|
| <input type="checkbox"/> 21 st -Century labor | <input type="checkbox"/> Business and government relations |
| <input type="checkbox"/> Corporate social responsibility | <input type="checkbox"/> Corporate governance |
| <input type="checkbox"/> Stakeholder theory | <input type="checkbox"/> Cross-cultural issues |
| <input type="checkbox"/> Business ethics | <input type="checkbox"/> Environmental affairs |
| <input type="checkbox"/> I reviewed for the 2004 conference | Other _____ |

Name _____

Department _____

Institution _____

Address _____

City _____ State/Province/Region _____

Zip/Postal Code _____ Country _____

E-mail _____

Phone _____ Fax _____

Mail or e-mail your responses to:
Lori Ryan, IABS 2005 Program Chair
College of Business Administration
San Diego State University
5500 Campanile Drive
San Diego, CA 92182
E-mail: Lori.Ryan@sdsu.edu

