

World Cup Soccer 1, IABS 0, In Overtime

Doug Nigh, IABS
President

At our last meeting of the membership in Santa Fe, we alerted you to the possibility that our planned 1998 meeting in Paris was in some jeopardy due to the scheduling of World Cup soccer games in France at that time. Donna Wood, Program Chair for this meeting, reported to the IABS Board of Directors at its meeting in August in Cincinnati that, indeed, Paris and summer 1998 was a combination that just would not work. So the board approved a plan to move the Paris meeting back one year to summer 1999. Our schedule for annual meetings now looks like this:

- * 1997 Annual Meeting, March 6-9, Destin Florida, Jim Weber
- * 1998 Annual Meeting, Spring, place to be determined, chair to be determined

* 1999 Annual Meeting, Summer, Paris, Donna Wood

As you can see, we now need a Program Chair for the 1998 annual meeting. On page 5 of this newsletter is a formal call for nominations for 1998 Program Chair, as well as our usual two Representatives at Large. Your involvement is crucial in our election process. Whom do you think would serve IABS well in these positions? I and my fellow members of the nominating committee want to hear from you. I continue to be amazed by the willingness of IABS members to volunteer their time and talents to projects that benefit all IABS members and, indeed, the field of business and society. Let me point out just a few of the ways we benefit from the creativity and hard work of various IABS members.

Recently I received in the mail my copy of the annotated bibliography of the 1990-1995 IABS Annual Proceedings. Springing

from the fertile mind of Jean Pasquero, edited and produced by Denis Collins and his crew at Wisconsin, brought into print and distributed by Donna Wood and Sage Publications, this special issue of *Business & Society* was three years in the making. It will prove to be a valuable tool for all researchers interested in business and society.

Beginning on page 2 of this newsletter, you'll find the fruits of a project initiated by Steve Wartick—the revision of our constitution and bylaws. With the help of Sandra Waddock and others, Steve worked to extinguish any gaps between the IABS constitution/bylaws and IABS practice—a necessary step in our development as an association.

Looking to the future we see a project by Kathy Getz to compile and distribute regularly to the membership abstracts of business and society-related articles appearing in various journals. Also on the horizon is a plan

for IABS to support mini-conferences for IABS members. I believe that IABS needs to invest its resources (both money and the energy of its members) in projects that help the members of IABS and the field of business and society develop. I'd like to hear from any member who has an idea for just such a project.

Changes Proposed for Constitution, Bylaws

The Board has approved changes in the IABS Constitution and Bylaws, which can be effected only upon approval by a majority of the membership. Information regarding the proposed changes are printed in this newsletter. Please read everything carefully. Voting will be conducted early in 1997. You will receive by mail a ballot as well as copies of all proposed changes.

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And More!

Destin for Sandestin in '97

Jim Weber, Program Chair

As you are reading this, the submissions for participation on the 1997 IABS program have been or soon will be distributed to nearly 180 reviewers. My sincere thanks for all who volunteered to help me and IABS. I am confident that we can continue the high-quality conference program we have enjoyed in the past. And, please, return your thorough reviews promptly. Thanks!!!

The 1997 program will retain many of the features we have enjoyed at past

conferences:
*time for innovative and creative sessions,
*opportunities for social interaction among new and old IABSErs—with scrumptious tasty treats,
*pre-conference activities (information on these activities will be sent out with the conference registration material),
*time for doctoral students to get to know each other and IABS members.

There are also some new ideas:
*a clothing option (not clothing optional),
*meatless luncheon option on Friday,
*conference begins on Thursday afternoon,
*a Saturday break where there really are no conference sessions scheduled,
*ample time provided for workshop sessions (if you submitted your ideas).

As I write this article in mid-August, I am quite excited about the opportunities that the conference program might provide us—although now that it is October I undoubtedly am up to my elbows in

administrative procedures. Nonetheless, come March 1997, I plan to enjoy the conference with all of you.

I'm destin for Sandestin in 97.

Important deadlines:
November 7: Return all reviewers' evaluation sheets.
January 23: Conference registration deadline.
March 6: Beginning of conference.

I.A.B.S. Constitution

Article I - Name and Office

The organization shall be designated as the International Association for Business and Society, Inc. This corporation is a public benefit corporation.

The principal office and registered agent of the corporation shall be designated by the president with the approval of the board of directors.

Article II -

Objectives

The objectives of the organization are to advance research, teaching, and professional standards in the field of Business and Society by:

- (a) facilitating exchange of information and ideas among academe, business, and other social organizations;
- (b) encouraging and assisting activities which advance knowledge of Business and Society and increase the available body of knowledge;
- (c) cooperating whenever possible with government, business, nonprofit, and academic organizations for the furtherance of these basic objectives.

The corporation is a not-for profit corporation. The corporation is not formed for pecuniary profit. No part of the income or assets of the corporation is distributable to or for the benefit of its members, directors or officers, except to the extent permissible by law.

Article III - Membership

Membership shall be open to those individuals actively engaged in the study of Business and Society who have demonstrated interest and capacity in furthering the objectives of the organization.

The Board of Directors may establish various classes of membership including, but not limited to: founding members, regular members, life members, sustaining members, retired members, student members, and honorary members.

Members in good standing shall be defined as members who have paid their annual dues for the current fiscal year.

Each member of the corporation in good standing is entitled to one vote on each matter submitted to a vote of the membership. Honorary members shall not be entitled to vote.

Article IV - Dues

Dues for the various categories of membership shall be proposed annually by

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the Board of Directors and any changes in dues must be approved at the annual meeting. Dues are payable on the first day of the fiscal year.

Article V - Meetings

An annual meeting of the corporation shall be held before the end of the fiscal year at such time and place as determined by the Board of Directors and approved by the membership. The annual business meeting shall be held in conjunction with the annual meeting.

Article VI - Governance

The initial Board of Directors shall consist of thirteen (13) members. The number of directors shall be prescribed from time to time in the Bylaws of the corporation; provided however, at no time shall the number of directors be less than three (3).

The Immediate Past President, President, Vice President, Program Chair, Assistant Program Chair, Treasurer, Executive Secretary, and six Representatives at

Large shall constitute the initial Board of Directors.

Those officers of the corporation, who by virtue of their office, shall serve as directors, shall be elected annually in accordance with the election procedures established in accordance with the bylaws.

Article VII - Amendment of the Constitution

Amendment of the constitution shall be effected by a two-thirds majority of the votes cast by members in good standing in response to a mailed ballot. Membership eligible to vote shall be judged to include all members whose current dues are paid on the date of mailing the ballot.

Proposals to amend the constitution will be mailed to the membership when endorsed in writing by at least twenty-five percent of the members, or endorsed by a majority of the members in attendance at the Annual Meeting, or endorsed by a majority

of the Board of Directors.

Article VIII - Publications

The corporation may publish a journal which will be sent to all members. The journal will contain articles of high scholarly quality and such other material as is determined to be useful to the membership. All general policy decisions as to content and manner of publication shall be decided by the Board of Directors.

The regular management of the journal shall be directed by an editor or editors selected by the Board of Directors and an editorial board selected by the editor or editors and approved by the Board of Directors.

The corporation may also publish a newsletter and any other publications approved by the Board of Directors.

Article IX - Fellows

The corporation recognizes the establishment of a separate but internal

and integral organization known as the "Fellows of the International Association for Business and Society, Inc." The purposes of the Fellows are to honor outstanding contributions to the field of Business and Society, recognize significant service to the corporation, and to provide a forum for discussion among its members. (ADD: The Fellows shall select two of their members to serve on the Board of Directors.)

Article X - Dissolution

In the event of dissolution, the residual assets of the corporation will be turned over to the Endowment Fund of the Social Issues in Management Division of the Academy of Management or such other organizations described in Section 501 C 3 of the Internal Revenue Code of 1986, or corresponding section of any future law or to the United States or a state for exclusive public purposes.

Reminder —

Membership dues for 96/97 must be received before December 31, 1996 in order to receive all four 1997 issues of *Business & Society*. You should have received a dues notice in the mail. If you did not, or if you have misplaced it, please contact:

Patsy Lewellyn
plewellyn@aol.com

Publications by IABS Members

*John Mahon and Richard McGowan, *Industry as a Player in the Political and Social Arena: Defining the Rules of Competition*, Quorum, 1996.

*Bob Sexty and Marie Burt, Benjamin Moore & Co. and the Government of British Columbia's Waste Paint Regulation, a case that examines the challenges facing a company and industry when government imposes a self-regulatory scheme involving the protection of the environment. For a

copy of the case, contact Bob Sexty (rsexty@morgan.ucs.mun.ca).

Attention Casewriters - and Prospective Case Writers!

The Fourth Casewriters Forum is designed to help experienced and novice case writers write and improve their cases, for use in the classroom, and also to make them ready for publishing. Presented cases will appear in the Proceedings in summary form.

Format: Cases, with a teaching note (TN), are sent in advance to a panel of journal editors, experienced case writers, and book authors, and all those who sign up for the colloquium. Each case is discussed at length. You will see the case editing and improvement process, and will help perfect the refereed cases presented. This format is interactive and lively; everyone's contribution is welcome, regardless of

previous experience.

Submission: Submit four copies of your case to Tim Edlund by Monday, Nov. 25, 1996. Include a teaching note (TN).

Cases should include issues of interest to IABS, and may include issues in any field. We look for cases which still need improvement. Submission of your case implies that an author will attend the IABS meeting and present the case. Cases are blind reviewed before acceptance by at least two reviewers. Authors should not be identified in the case or the TN except on a cover sheet. Submissions from outside North America should be sent by air; replies will also be by air.

Requirements: Cases should describe real organizations; and may be disguised. Author's analysis should be in the TN. TNs provide users with a brief case description, appropriate course(s) for use, teaching objectives, teaching approaches, teaching/assignment questions and

suggested question answers. A discussion section is helpful, and may include an extended author's analysis. Outcomes, if known, may also be included.

To obtain information useful to case writers and giving details of the Colloquium, whether you want to submit a case or to observe, contact:

Tim Edlund
Morgan State Univ.
Case Colloquium
Coordinator, IABS
'97
16 Coldwater Court
Baltimore, MD
21204-2043
T: 410-337-9143
T: 410-319-3641
F: 410-337-5253
tedlund@morgan.edu

Have you checked out the IABS homepage?
Try it at:
<http://cac/psu.edu/~plc/iabs.html>

More for Casewriters

Tim Edlund will be

coordinating the next case workshop for WACRA (World Association). The meeting will be in Edinburgh, Scotland, in late June, 1997. Contact Tim for further details
(tedlund@morgan.edu)

Congratulations

...to the following IABS members on their achievements:

*Jerry Calton, U. of Hawaii-Hilo has been promoted to Associate Professor.

*Ron Cook has been awarded the Jesse H. Harper Endowed Professorship at Rider Univ. The purpose is to enhance teaching and instructional programs. Ron will use his professorship to develop an undergraduate program in entrepreneurship for small and medium-sized firms.

*Tim Edlund, Morgan State U., has been awarded tenure. He has also been elected Vice President-Programs-

elect for the North American Case Research Association; he will be Program Chair for the October 23-25, 1997 meeting in Cincinnati.

*Prescott Ensign has been awarded a Fulbright grant by the Fulbright Scholarship Board and the United States Information Agency. He will be working at the Univ. of Western Ontario, National Centre for Management Research and Development.

*Bob Sexty (Memorial Univ. of Newfoundland) and Marie Burt (MBA Student) won an award at the 1996 Case Competition sponsored by the Laurier Institute and Wiley and Sons Canada Ltd. Their case, "Benjamin Moore & Co. and the Government of British Columbia's Waste Paint Regulation," won the award for Best Case in General Management. The Award was presented at the Administrative Sciences Assn. of Canada's Annual Conference in Montreal, May 25, 1996.

*Diane Swanson and Nancy Kurland received the "Best Sessions Award" for their organization of the Business and Society, Ethics and Values Track of Sessions at the International Conference on Advances in Management (ICAM) in Boston, June 1996. A paper in this track was recognized as the conference's best paper.

*Steve Wartick has been promoted to full professor at the Univ. of Missouri-St. Louis.

New Project— Volunteers Wanted

Kathy Getz

The IABS Board recently approved my proposal to begin a new project to benefit all IABS members. IABS will publish regularly a listing of citations and abstracts of all business and society articles from a set group of journals. This publication will help members by

providing a handy reference of relevant articles. As you all know, it is difficult for any of us to stay current on everything relevant to our field because business and society articles are published in such a wide range of journals,

I want to begin this project in late Spring or early Summer 1997. In order for this to work, I will need volunteer help. I welcome any and all volunteers, but I especially encourage doctoral students to consider becoming involved in this project. An initial organizing meeting will be held during the IABS annual meeting in Destin next March. If you are interested in volunteering or in learning more about this project, please contact me at:

kgetz@american.edu

New Website

The Guide to Sustainable Community Indicators is on the web:

<http://www.subjectm>

atters.com/indicators

The website is intended to be a place to go for ideas on sustainable community indicators: what they are, why to use them, what indicators people are actually using, what makes an indicators a good one. The goal is to educate and to inspire. The more people see what indicators are being used, the more creative they can become in developing even better indicators. The site was designed for community volunteers who are working on issues of sustainability and developing indicators for their communities. Although 'experts' will undoubtedly be interested, it is intended to be a source for the general public.

Social Issues in Management

Jim Weber, Program Chair

Soon SIMians will be receiving the Call for Papers for the 1997 Academy of Management meeting, August 11-13, Boston. I would like to introduce you to two things that affect the

Social Issues in Management division and could improve your chances for being placed on the program. [1] Shared interest tracks. The Academy experimented with the Shared Interest Tracks idea in 1996 and apparently liked it, since they retained it for 1997. The division is awarded additional program space if its papers are placed into a shared interest track. The specific themes for these tracks (for 1996 and probably similar in 1997) seem highly appropriate for SIM work: leadership, diversity, contingent work, anti-social behavior, teams, trust, knowledge, decision making, quality. You may want to indicate for me, as 1997 SIM program chair, that you believe that your papers might qualify for a shared interest track. OK?

[2] All-academy symposia or showcase symposia. These sessions are, by definition, offerings that cut across many Academy divisions and would draw a large and diverse audience. This year's Academy theme

is, tentatively, "Current Issues ... that call for joint action." The official theme will be stated in the forthcoming call, but this again should open up great opportunities for SIM work on the Academy program.

Finally, space is severely limited in Boston (don't ask why!) so the number of submissions sent to each division chair will determine the program space afforded to each division. Remember, each Academy member can appear on the program three times. This does not include pre-conference listings. Also, if you are the chair or discussant and presenter of a symposium, this counts as one appearance on the program.

On to Boston in August 1997!!!

SIM Past Chairs Remain Active

John Mahon reports that there were 20 of 26 former SIM chairs present at the SIM business meeting at the Academy conference in

Cincinnati. Among those who were absent, some are deceased and other are no longer active in academe. We wonder how many academy divisions can boast of such an involvement of past chairs?

I.A.B.S. Bylaws

1. Membership

- a. Institutional memberships will not be granted.
- b. Single memberships may be held by any individual meeting the membership qualifications as set forth in the constitution.
- c. Membership can be withdrawn upon request.
- d. Membership is attained by application [and] payment of dues[.] (DELETE: and approval of the application by the Membership Committee.)
- e. Membership cannot be transferred.
- f. All members in good standing shall have the right to attend meetings and to vote.

2. Board of Directors

The Board of Directors is responsible for maintaining the legal status of the corporation, to include without limitation, the filing of all required federal and state forms, reports, returns or other documents, and replying to all official requests for information in regard to the corporation.

The Executive Committee shall have the sole authority to declare an emergency exists with respect to the business and affairs of the corporation. In the event of an emergency, the Executive Committee may act in the absence of the Board of Directors.

Any decision reached by the Executive Committee shall be promptly reported to the Board of Directors, and is valid until the next meeting of the Board of Directors or until the annual meeting, whichever comes first.

The Board of Directors shall consist of the Immediate Past President, President, Vice President, Program

Chair, Assistant Program Chair, Executive Secretary, Treasurer, [ADD: the Chair of the Publications Committee, and] six Representatives at Large.

3. Meetings

a. Business Meetings: The place of each business meeting shall be announced at least sixty days prior to the meeting date.

b. Special Meetings: Special meetings in addition to the annual business meeting provided for in the Constitution may be called by the Board of Directors. Notice of the time, place, and agenda of such special meetings shall be transmitted to the members of the Board of Directors at least 20 days prior to the meeting date.

c. Corporation Business: Corporation business may be conducted by regular mail, express mail, electronic mail, facsimile transmissions, telephone, or by other means as approved by the Board of Directors.

d. Parliamentary Authority: All official business of the corporation shall be

conducted according to the Constitution, Bylaws, and latest edition of Roberts Rules of Order in that order of precedence.

4. Duties of Officers

- a. President
 - i. The President shall preside at all meetings of the corporation and the Board of Directors.
 - ii. The President shall be responsible for administrative direction of the corporation, supervising the functions of the other offices, and conducting elections.
- b. Vice-President
 - i. The Vice-President shall assist the President in the discharge of his/her duties.
 - ii. In the absence of the President at a meeting of the Board of Directors or of the corporation, the Vice-President shall perform the presidential duties and shall be designated Acting President.
- c. Program Chair
 - i. The Program Chair shall serve as the Program Chair of the next annual

meeting.

- ii. The Program Chair shall be responsible for drafting the procedures and developing the program for the annual meeting. The Board of Directors shall approve such procedures.
- iii. The Program Chair shall submit to the Board of Directors a budget for the annual meeting that she/he will chair. The Board of Directors must approve the budget before any expenditures can be made for this annual meeting.
- d. Assistant Program Chair
 - i. The Assistant Program Chair shall assist the Program Chair in his/her responsibilities for the annual meeting.
- e. Treasurer
 - i. The Treasurer shall be appointed annually by the Board of Directors and must be a member of the corporation. The Treasurer may serve any number of consecutive

- terms but may be dismissed at any time by the President with the concurrence of the Board of Directors.
- ii. The Treasurer shall be responsible for the financial records and the corporation's funds.
- iii. The Treasurer shall supervise the preparation of all financial statements and shall approve or disapprove all requests for expenditure of funds of the corporation.
- iv. The Treasurer shall be responsible for sending an annual report to the members.
- f. Executive Secretary
 - i. The Executive Secretary shall be appointed annually by the Board of Directors and must be a member of the corporation. The Executive Secretary may serve any number of consecutive terms but may be dismissed at any time by the President with the concurrence of the Board of Directors.
 - ii. The duties of the

Executive Secretary shall be determined by the Board of Directors.

g. Acting President

- i. In the event that both the President and Vice President are absent from a meeting of the Board of Directors or of the corporation, the Program Chair shall act as Acting President provided that she/he has written permission to do so from the President or Vice President
- ii. In the event that the President, Vice President, and Program Chair are absent from a meeting of the Board of Directors or of the corporation, the Assistant Program Chair shall act as Acting President provided that he/she has written permission to do so from the President or Vice President.

h. Vacancies

- i. In the event of a vacancy on the Board of Directors the position will [ADD: be] filled by appointment of the Board of Directors.
 - ii. Persons so appointed to fill vacancies shall serve the remainder of the term of office.
- i. Financial Authority
- i. Only the President or Treasurer may sign checks or other papers for withdrawal of corporation funds and then only for corporation purposes.
 - ii. The Treasurer may sign checks less than \$500 and seek approval from the President afterward. The Treasurer and President must approve payment of checks of more than \$500 prior to the check being issued. The President should sign checks made payable to the Treasurer.
 - iii. The Treasurer shall give the President bi-annual unaudited financial

statements. The President shall transmit such reports to the other members of the Board of Directors.

- iv. Audits shall be conducted on an annual basis and reported to the membership at the annual meeting. Audit procedures and processes shall be drafted by the Audit Committee and approved by the Board of Directors.
- v. No officer of the corporation shall make a check payable to himself/herself.

5. Elections

a. Ballots

- i. The outgoing President shall automatically become the Immediate Past President.
- ii. The ballot for the office of President shall include the name of the Vice President who shall automatically be nominated and a line for a write-in candidate.
- iii. The ballot for the office of Vice President shall

include the name of the Program Chair who shall automatically be nominated and a line for a write-in candidate.

iv. The ballot for the office of Program Chair shall include the name of the Assistant Program Chair who shall automatically be nominated and a line for a write-in candidate.

v. The ballot for Assistant Program Chair shall consist of a nominee or nominees and a line for a write-in candidate.

vi. The ballot for Representatives at Large shall consist of the nominees and an equal number of lines for write-in candidates.

vii. In the event that any of these officers declines to or otherwise does not stand for election, the Nominating Committee shall nominate one or more persons for said office. In such an event the ballot shall include the name(s) of the

nominee(s) and a line for a write-in candidate.

b. Elections

i. Ballots shall be mailed to the membership [DELETE: at least 60 days] prior to the Annual Meeting so that the results can be announced at the annual meeting.

ii. The particular election procedures shall be drafted by the Board of Directors and shall be included with the mailed ballot.

c. Terms of Office

i. The terms of offices of Immediate Past President, President, Vice President, Program Chair, and Assistant Program Chair shall be one year.

ii. The term of office of Representatives at Large shall be for three years, with two new members elected annually.

iii. For the purposes of this section a "year" is the period between annual meetings and may not precisely correspond to a

calendar year.

6. Compensation

a. All work for the corporation shall be considered voluntary and with the exception of the Journal Editor, no officer shall receive any pay for work performed for the corporation.

b. The Board of Directors shall determine the level of pay of the Journal Editor.

c. The corporation may bond the President, Treasurer, Program Chair, Executive Secretary, Journal Editor(s), and Proceedings Editor(s).

7. Standing Committees

a. The term of office of the chairs of the Standing Committees shall be for one year.

b. The chairs of the Standing Committees except for the Executive Committee and Nominating Committee may appoint the members of their committees with the concurrence of the President. The terms of office of the members of Standing Committees shall be one year.

c. The President or

her/his designee shall be an ex-officio member of all Standing Committees.

[DELETE:

d. The Standing Committees shall draft written procedures covering their duties. These procedures shall be approved by the Board of Directors. Subsequent Standing Committees shall follow the procedures of the immediate past Standing Committees until such time as new procedures are approved.]

[CHANGE: e to d if above deletion is made]

e. There shall be six Standing Committees:

i. Executive Committee. This committee shall consist of the Immediate Past President, President, and Vice President. The chair of the Executive Committee shall be the president. The purpose of the Executive Committee is to make emergency decisions for the corporation until such time that the Board of Directors can meet.

ii. Nominating Committee. This committee shall consist of the Immediate Past President, President, Vice President and two members elected by secret ballot by the members in attendance at the annual business meeting. The chair of the Nominating Committee shall be the [DELETE: Immediate Past] President. The role of the nominating committee is to nominate one or more members for the offices of Assistant Program Chair and Representative at Large.

iii. Publications Committee. [DELETE: In the event that the corporation publishes a journal,] [CHANGE: the to The] chair of the Publications Committee shall be an editor of the journal. In the event that there is more than one co-equal senior editor, the President shall appoint one of the

senior editors as chair of the Publications Committee. In the event that the corporation [DELETE: does not] [ADD: ceases to] publish a journal, the President shall appoint the chair of the Publications Committee with the concurrence of the Board of Directors. The chair of the Publications Committee shall appoint any other members with the concurrence of the President. The role of the Publications Committee is to oversee the journal and any other publications of the corporation.

iv. Audit Committee. The chair of the Audit Committee shall be appointed by the president with the approval of the Board of Directors. The role of the Audit Committee is to receive the audit and report the results to the members.

v. Membership Committee. The chair of the

Membership Committee shall be a Representative at Large and shall be appointed by the president with the approval of the Board of Directors. The role of the Membership Committee shall be to [DELETE: review all applications for membership,] propose means of increasing membership [DELETE: , and propose changes in the dues to the Board of Directors]. [ADD: The chair of the membership committee will have responsibility for membership issues as defined by the board of directors.]

vi. Awards Committee. The chair of the Awards Committee shall be a Representative at Large and shall be appointed by the president with the approval of the Board of Directors. The role of the Awards Committee shall be to recognize outstanding scho-

larship and other contributions to the field. Awards may be given for outstanding dissertations, best papers at the annual meeting, best papers published in the corporation's journal, and other contributions to the field.

8. Nominations and Elections

a. The Nominating Committee shall solicit nominations for Assistant Program Chair and Representatives at Large [DELETE: during the six months] following the annual meeting.

b. The President shall be responsible for mailing the ballots to all members in good standing, for counting the ballots, for determining the results, for alerting the candidates on the results, and for announcing the results to the membership at the annual meeting.

9. Changes in Bylaws

The Board of Directors shall be responsible for proposals of changes in the Bylaws and approval of such

changes shall be determined by a majority of the votes cast by the membership in response to a mailed ballot.

10. Fiscal Year

The fiscal year shall end on August 31.

Proposed Changes in the By-Laws

Section 1: Membership

d. Membership is attained by application [and] payment of dues[.] [DELETE: and approval of the application by the Membership Committee.]

Section 2: Board of Directors

The Board of Directors shall consist of the Immediate Past President, President, Vice President, Program Chair, Assistant Program Chair, Executive Secretary, Treasurer, [ADD: the Chair of the Publications Committee, and] six Representatives at Large.

Section 4: Duties of Officers

h. Vacancies

i. In the event of a vacancy on the Board of Directors the position will [ADD: be] filled by appointment of the Board of Directors.

Section 7: Standing Committees

DELETE:

[d. The Standing Committees

Board Meeting

CHANGE e to d if

above deletion is made

CHANGES to

Standing Committees

e. There shall be six

Standing Committees:

ii. Nominating

Committee. This

committee shall consist

of the Immediate Past

President, President,

Vice President and two

members elected by

secret ballot by the

members in attendance

at the annual business

meeting. The chair of

the Nominating

Committee shall be the

[DELETE: Immediate

Past] President. The

role of the nominating

committee is to

nominate one or more members for the offices of Assistant Program Chair and Representative at Large.

ii. Publications Committee. [DELETE:

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Committee. In the event that the corporation [DELETE: does not] [ADD:

ceases to] publish a journal, the President shall appoint the chair of the Publications

Committee with the concurrence of the Board of Directors.

The chair of the Publications Committee shall appoint any other

members with the concurrence of the President. The role of the Publications

Committee is to

oversee the journal and any other publications

of the corporation.

v. Membership Committee. The chair of the Membership Committee shall be a Representative at Large and shall be appointed by the president with the approval of the Board of Directors.

The role of the Membership Committee shall be to [DELETE: review all applications for membership,] propose means of increasing membership

[DELETE: , and

propose changes in the dues to the Board of

Directors]. [ADD: The chair of the

membership committee will have responsibility

for membership issues as defined by the board of directors.]

Section 8. Nominations And Elections

a. The Nominating

Committee shall solicit nominations for

Assistant Program Chair and

Representatives at Large [DELETE:

during the six months] following the annual

meeting.

Minutes

(edited)

24 March 1996

Santa Fe, New Mexico

The meeting was called to order at 7:00 A.M. by President Steve Wartick. Attendees were Lee Burke, Kirk Davidson, Dawn Elm, Kathy Getz, Morten Huse, Jeff Lenn, Patsy Lewellyn, Jeanne Logsdon, Doug Nigh, Jean Pasquero, Linda Treviño, Sandra Waddock, Jim Weber and Donna Wood. The minutes of the previous meeting were approved.

1. President's Report.

(a) Steve Wartick reported the election results. President – Doug Nigh; Vice-President – Jeanne Logsdon; 1997 Program Chair – Jim Weber; Assistant Program Chair – Donna Wood; Representatives-at-Large – Lee Burke and Morten Huse. (b) Outgoing board members Jeff Lenn and Sandra Waddock were thanked for their service, especially for recent work on revising the by-laws. (c) Steve Wartick announced that Donna Wood's proposal to plan a 1998 meeting in Paris had been approved by the membership. However,

the plans might have to be changed due to the scheduling of World Cup Soccer in France at the same time. (d) The following appointments were made: Treasurer – Patsy Lewellyn; Executive Secretary – Kirk Davidson; Newsletter Editor – Kathy Getz. shall draft written procedures covering their duties. These procedures shall be approved by the Board of Directors.

Subsequent Standing Committees shall follow the procedures of the immediate past Standing Committees until such time as new procedures are approved.]

2. Vice President's Report. Doug Nigh reported that we received considerable subsidies from the University of South Carolina for the 1995 annual meeting in Vienna, and thereby avoided suffering a loss. There were 183 attendees at the Vienna meeting, including 87 new members.

3. Treasurer's Report.

(a) Patsy Lewellyn submitted a financial report. (b) The board

approved maintaining the same membership dues for the upcoming year. (c) The board approved changing the date of the Treasurer's report to correspond with the Association's fiscal year. (d) Credit card processing equipment has been purchased. It will allow for on-line approval of charges and facilitate the process of collecting dues and fees. (e) The IRS is expected to grant not-for-profit status to IABS soon.

4. 1996 Program Chair Report.

Jeanne Logsdon reported that there were 195 submissions for the 1996 meeting; 60% were accepted. There were 200 paid registrants, including 32 doctoral students. The conference is expected to break even.

5. 1997 Program Chair Report.

Jim Weber reported on plans for the 1997 meeting in Sandestin, Florida. His proposed budget was approved.

6. 1997 Program Chair-Elect Report.

The board approved a request by Donna Wood for a \$5,000

advance as part of the 1998 conference budget for pre-conference travel and related expenses.

7. Audit Committee Report. Steve Wartick reported on plans to use members of a university's Accounting Department Honor Society to conduct the formal audits for IABS. This plan was approved by the board, with instructions that one or more members of the Accounting Department faculty should sign off on the audit.

8. Publications Committee Report. (a) Doug Nigh was instructed by the board to appoint a publications committee to recommend individuals to serve as editors for the journal and newsletter. (b) Donna Wood reported that there had been 150 articles submitted to *Business & Society*. Of these, 73 were rejected, 3 were withdrawn, 14 were undergoing first revision; 34 were under review, 19 were accepted, and 5 were "in limbo." (c) Donna also reported that an

independent rating of the journal had shown an improvement from 1.0 to 3.6. (d) Donna announced her plans to expand the *Business & Society* Advisory Board.

9. Awards Committee Report. Dawn Elm reported that the committee had discussed five different awards, but were unsure as to how institutionalized they should be. Suggested awards are (1) *California Management Review* award for outstanding paper; (2) teaching innovation award; (3) lifetime contribution award; (4) best-session award; and (5) community building award.

10. Membership Committee Report. Linda Treviño reported on efforts to increase interaction between old and new members. The board discussed the difficulty of accomplishing this objective. No action was taken.

11. Old Business. (a) Sandra Waddock reported on the effort to update the

bylaws. (b) The board discussed the topic of IABS Fellows at length. Many board members expressed dissatisfaction with the term "Fellows." While the members agreed that such a group would be helpful in maintaining institutional memory, the board was unable to agree on what the function of Fellows should be, how the group should be structured, or whether past Presidents should automatically be members. A motion to postpone formation of the Fellows was made. Then the motion was amended to table, rather than postpone, the establishment of the group to allow more time to get input from the past Presidents. Jean Pasquero was asked to coordinate this effort.

12. New Business. There was a short discussion about the difficulty and importance of finding

enough time during the conference for Board meetings.

The meeting adjourned at 9:55 A.M.

Respectfully submitted,
Kirk Davidson,
Secretary

From the Editor

Fellow IABS-members: This is your newsletter. You can contribute in many ways:

- *Write an essay outlining your opinion on a controversial or important subject.
- *Submit a report on an issue of importance to IABS members.
- *Submit conference announcements and calls for papers for conferences or journals.
- *Forward information about yourself (awards, promotion, tenure, change of jobs, etc.) for inclusion as Member News.

Please note that many IABS members do not subscribe to the listserver. The

newsletter provides a good way for them to keep up-to-date on issues in IABS and in business and society.

Our next newsletter will be issued in Winter 1997. Send your submissions to me by December 31, 1996 by email (preferred) or fax:

kgetz@american.edu
703-319-3452

: -) Kathy Getz

Upcoming Conferences and Calls for Papers

Third Annual South Dakota Intl. Business Conference

Sponsor: Northern State Univ.

Place & Date: Rapid City, SD, Oct. 11-12, 1996

For information:

Rohan Christie-David
Northern State Univ.
1200 South Jay Street
Aberdeen, SD 57401
T: 605-626-3002
F: 605-626-2431
christir@wolf.northern.edu

or

Douglas Ohmer
Northern State Univ.
1200 South Jay Street
Aberdeen, SD 57401
T: 605-626-2981
F: 605-626-2431
ohmerd@wolf.northern.edu

Conference

Sponsor: North American Case Research Association

Place & Date: Colorado Springs, CO, Oct. 24-26, 1996

For information:

Chi Anyansi-Archibong,
Program Chair
archiboc@athena.ncat.edu

or

Dick Eisenbeis, President
eisenbei@uscolo.edu

National Annual Conference

Sponsor: Institute of Behavioral and Applied Management

Place & Date: Portland, ME, Oct. 30-Nov. 1, 1996

For information:

<http://www.ibam.com/ibam>

Informs National Meeting

Theme: Applications of Complexity Theory to Organization Science

Sponsor: INFORMS College on Organization Science

Place & Date: Atlanta, Nov. 4, 1996

For information:

Philip Anderson
Amos Tuck School
Dartmouth College
Hanover NH 03755-9000
philip.anderson@dartmouth.edu

ETHICOMP96

Theme: Ethical Issues of Information Technology

Sponsors: Facultad de Informatica, Univ.

Pontificia de Salamanca en Madrid; Ctr. for Computing and Social Responsibility, De Montfort Univ., UK; Research Ctr. on Computing and Society, Southern Connecticut State Univ., USA

Place & Date: Madrid,

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Spain, Nov. 6-8, 1996

For information:

<http://www.cms.dmu.ac.uk/CCSR/ccsr/conf/ccsrorgconf.html>

or

Ctr. for Computing and Social Responsibility
School of Computing Sciences
De Montfort Univ.
The Gateway
Leicester LE1 9BH
UK
T: 44 116 257 7475
F: 44 116 254 1891
ccsr@dmu.ac.uk

Silver Anniversary Conference

Sponsor: Assn. for Research on Nonprofit Organizations and Voluntary Action

Place & Date: New York City, Nov. 7-9, 1996

For information:

David C. Hammack
Dept. of History
Case Western Reserve Univ.
10900 Euclid Ave.
Cleveland, OH 44106-7107
T: 216-368-2671
dch3@po.cwru.edu

3rd Annual Intl. Conference

Theme: Innovative Practices in Business Education

Place & Date: Orlando, FL, Dec. 4-7, 1996

For information:

R.G. Milter
310 Copeland Hall
College of Business
Ohio Univ.
Athens, OH 45701
T: 614-593-2072
F: 614-593-1388

milter@ouvaxa.cats.ohio.edu

Intl. Conference on Information Systems

Theme: Networking and Electronic Communities

Place & Date: Cleveland, OH, Dec. 16-18, 1996

For information:

<http://weatherhead.cwru.edu/icis96>

or

Colleen Gepperth,
Weatherhead School of Mgmt.
Case Western Reserve Univ.
Cleveland, OH 44106-7235
cam4@po.cwru.edu

Joint Meeting

Sponsors: Society of Business Ethics and Eastern Division of the American Philosophical Assn.

Place & Date: Atlanta, Dec. 27-30, 1996

For information:

Ronald F. Duska
Executive Director
Society for Business Ethics
The American Col.
270 Bryn Mawr Avenue
Bryn Mawr, PA 19010

Stern School Conference

Theme: Corporate Reputation, Image, and Competitiveness

Sponsor: New York University

Place & Date: New York, NY, Jan. 17-18, 1997

For information:

Charles Fombrun
Dept. of Management
Stern School of Business

44 West 4th Street
Suite 7-60
New York, NY 10012
T: 212-998-0211
F: 212-995-4234
cfombrun@stern.nyu.edu

18th McMaster Business Conference

Theme: Creating the High Performance Organization through Innovation, People & Technology

Sponsor: Innovation Research Centre at McMaster Univ.

Place & Date: Hamilton, Ontario; Jan. 22-24, 1997

For information:

C.K. Bart, Director
Innovation Research Centre
School of Business,
MGD 225
McMaster Univ.
Hamilton, ON L8S 4M4
Canada
T: 905-525-9140, Ext. 23967
F: 905: 521-8995
bartck@mcmaster.ca

Intl. Congress on Ethical, Legal and Societal Aspects of Digital Information

Sponsor: UNESCO

Place & Date: Poitiers, France, Mar. 10-12 1997

For information:

Mr. V. Montviloff
UNESCO, CII/INF
7, Place de Fontenoy
F-75352 Paris 07 SP
France
T: 33-1 45 68 45 03
F: 33-1 44 49 00 58
v.montviloff@unesco.org

or

Diane Whitehouse
PhD Programme
London Business School
Sussex Place

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Regent's Park
London NW1 4SA
England
T: 0171 262 5050 X3646
F: 0171 724 7875
dwhitehouse@lbs.lon.ac.uk

Western Casewriters Association

Place and Date: Lake Tahoe, CA, April 3, 1997

For information:

Steven Maranville
maranville@basil.stthom.edu

Eastern Case Writers Association

Place and Date: Annapolis, MD, April 2-4, 1997

For information:

E.J. (Roy) Knaus
knaus@frontier.wilpaterson.edu

Beijing Intl. Conference on Business Ethics

Theme: Development, Ethics and Enterprise Behavior

Sponsors: All China Federation of Industry & Commerce; China Commerce & Industry; Chinese Academy of Social Sciences; China

International Cultural Exchange Foundation; Philosophy Summer School in China

Place & Date: Beijing, China, Apr. 26-29, 1997

For information:

Zhang Xiaoming
Associate Professor
BICBE '97 Secretary General
Institute of Philosophy
Chinese Academy of

Social Sciences
5 Jianguomennei Dajie
Beijing 100732
China
T/F: 86 10 6492 9208
guol@sun.ihep.ac.cn

Eastern Case Writers Association

Place and Date: New Brunswick, NJ, May 7-10, 1997

For information:

E.J. (Roy) Knaus
knaus@frontier.wilpaterson.edu

Fifth Jacobson Symposium in Communication

Theme: Workplace Socialization: Perspectives on Organizational Entry, Training, and Exit

Sponsor: Creighton University

Place & Date: Omaha, May 28-June 1, 1997

For information:

John Hollwitz
Jacobson Prof. of Communications
Creighton Univ.
Omaha, NE 68178
T: 402-280-2532
jcholl@creighton.edu

Eastern Academy of Mgmt. Bi-Annual Intl. Conference

Theme: Managing in a Global Economy VII: Europe Towards the 21st Century--Convergence and Divergence

Sponsor: Univ. College Dublin

Place & Date: Dublin, Ireland, June 15-19, 1997

For information:

Theodore Paridis
York Univ.

4700 Keele Street #203
ASB
North York, Ontario
Canada
T: 416-736-5082
F: 416-736-5687
tperidis@mail.fas.yorku.ca
<http://www.cba.bgsu.edu/econ/facstaff/dkent/EAM/dublneam.html>

AOM Case Critique Colloquium

Place and Date: Boston, August 9, 1997

For information:

William Naumes
bill.naumes@unh.edu

Business and Professional Ethics Conference

Theme: Ethics and Globalization

Sponsors: Wilfrid Laurier Univ.; Social Sciences and Humanities Research Council of Canada

Place & Date: Waterloo, ON, Oct. 23-25, 1997

For information:

Dr. Leo Groarke
Department of Philosophy
Wilfrid Laurier Univ.
75 University Avenue W.
Waterloo, ON N2L 3C5
Canada

or

Dr. Auleen Carson
School of Business and Economics
Wilfrid Laurier Univ.
75 University Avenue W.
Waterloo, ON N2L 3C5
Canada

Journal of Organizational Change Management

This journal will publish a special issue on the strategic

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dimensions of organizational change and restructuring in the Asia Pacific.

For information:

<http://www.mcb.co.uk/apmforum/opc/mcb5.htm>

Send manuscripts to:

Usha C. V. Haley, Guest Editor
Faculty of Business
Queensland Univ. of Technology
GPO Box 2434
2 George Street
Brisbane, Queensland 4001
Australia

Submission deadline:

December 31, 1996

Business Ethics Quarterly

This journal will publish a special issue on trust in business. Papers discussing the nature and role of trust in business from a wide variety of perspectives and approaches are sought.

Send manuscripts to:

George Brenkert, Guest Editor
Department of Philosophy
University of Tennessee
Knoxville, TN 37996-0480
T: 423-974-7210
gbrenk@utk.edu

Submission deadline:

February 1, 1997

Alli@nce: A Critical Journal on Corporate Citizenship Worldwide

This new journal publishes articles about partnerships, model community collaborations, and charitable initiatives worldwide. Recent articles and case studies include:

The Global Corporation as Citizen; Corporate Citizenship; Ciba Geigy's Leprosy Fund; and SANOFI with Pharmacists Without Borders.

Subscriptions: \$115/year

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information:

sales@kli.com

For general information:

Carole S. George
George & George
1025 Eye St., N.W.
Suite 400
Washington, DC 20006
T: 202-429-2711
F: 202-429-9574

CSR: News & Issues in

Corporate Social

Responsibility, a quarterly international tabloid newspaper with articles on philanthropy, volunteerism, community service, ethics, environmental issues, and educational initiatives.

Articles and comments are welcome.

For information:

CSR
Richard Barnes, Ph.D.
40 Pontiac Road
Newton, MA 02168
T: 617-964-8487
F: 617-244-6073
richard.barnes@channell.com

Intl. Journal of

Organizational Analysis

This journal publishes refereed articles in business & society, ethics & values; strategic management; organization theory, organizational behavior; and human resource management, as well as case studies, simulations, teaching notes, and book

reviews.

Send manuscripts to:

Afzal Rahim
1574 Mallory Court
Bowling Green, KY 42103
502-782-2601 (voice or fax)

Send book reviews to:

Diane Swanson
Management Department
Robert Morris College
600 Fifth Avenue
Pittsburgh, PA 15219-3099
swanson@rmcnet.robert-morris.edu
T: 412-227-6889
F: 412-227-4083

Public Administration and Management: An Interactive Journal

This new electronic journal will publish two issues per year.

It is located at:

<http://www.hbg.psu.edu/Faculty>

[/jxr11/](#)

(Be sure to use an upper-case "F" when typing the word "Faculty" in the address; all other characters must be lower case.)

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