



International
Association for
Business and
Society

**IABS Newsletter
Spring 2001**

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President 's Message
by Kathy Getz
American University

We've all had time to wind down from the conference in Sedona, but one more thanks is due to Craig Dunn for a terrific meeting. There was a lot of variety on the program, the setting was beautiful and the amenities were excellent. I enjoyed it tremendously, as I'm sure everyone did.

As I write this, we're enjoying one of our first spring-like days in the DC area. I just glanced out my window to see my neighbor's cat, Thomasina, chasing a butterfly. Back-and-forth she goes, never giving up and surely never realizing that she won't ever catch it. She's enjoying the quest, and self-actualizing as a cat as she engages in the chase.

This is sort of a metaphor for what we do in IABS (albeit it an unlikely one). We go back and forth a lot, but unlike Thomasina, we often wonder who we are and what we're supposed to be doing. (Many of you remember that in past years we concluded our conferences with self-assessment sessions.) We seem to share some common goals, among them that we should exemplify the best things that we expect to find in the businesses and other

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Reflections on Sedona 2001
organized and submitted by Virginia Gerde
University of New Mexico

Sedona 2001: Musings of a Past President
by Steve Brenner, Portland University

Red cliffs, soaring vistas and innovative scholarship frame my memories of IABS' most recent national conference. Arriving a day ahead of the opening reception allowed me to explore the Arizona canyon country setting. The location and the weather could not have been more perfect.

The ability of the local Native Americans to live sustainable lives within the hills and streams of northern Arizona really brought our conference theme, "Sustainable Scholarship," home to me. Rather than focus these musings on the various sessions I participated in or attended, I'd rather reflect on how far IABS has come in just over 11 years as evidenced by this most recent conference.

We are an established and prospering institution which has served to nurture and sustain its members. Our ability to integrate new members and to make them feel at home has been, and continues to be, one of our special strengths. IABS has become an essential aspect of being a Business & Society professor.

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President's message continued from page 1

organizations we study. We wonder whether we're living up to our ideals. Are we truly "international"? Are we ourselves "socially responsible"?

Periodically, we decide that we must deliberately address these questions. At our business meeting, you directed me to appoint two task forces to assess our internationalization and our social responsibility. I have consulted with the board to better articulate the responsibilities of the task forces. I have two individuals identified as task force chairs. (Neither has committed yet, so I cannot tell you their names.) Soon, the task forces will be assembled and will begin their work. I promise you that they will report back to you at the annual meeting in Victoria next June.

No matter the ultimate recommendations of the task forces, we should realize that internationalization and social responsibility are our butterflies. They are elusive, so we'll chase, but probably never fully capture them. I intend to enjoy the quest. I believe in striving to catch the uncatchable. I hope you do too.

IABS Annual Business Meeting Minutes

The meeting was called to order at 6:00 p.m., Friday, March 16, 2001, at the Poco Diablo/Radisson Hotel in Sedona, Arizona, USA.

1. Announcements -- Several conference and member announcements were made.
2. President's Report -- Donna Wood
Election results: The President thanked all candidates for agreeing to run and reported the results:
Program Chair-Elect: Patsy Lewellyn
Representatives-at-large (3-year terms): Dan Greening and Lori Ryan

On behalf of the organization, the President offered thanks to retiring representatives-at-large Craig Fleisher and Patsy Lewellyn.

By-laws/constitutional change: The by-laws change from Fellows to a Council of Past Presidents was passed by voting members in the recent mail ballot. However, the President reported that the Constitution must also be changed, and that she would organize a second mail ballot to handle this proposed change.

Business meeting continued on page 5

The role we each play in our home institutions, the conscience of the business curriculum, is essential. Our ability to come together, share ideas and sense the validation of our efforts is key to our enthusiasm and effort level. IABS has been and continues to be a fountain of support for its members. This year's meeting served only to confirm my view of our Association's strength and vitality.

Thanks to Craig Dunn for serving as an able and organized Program Chair. To all who helped him our sincere thanks. See you in Vancouver, B.C.

***IABS and Opportunities by Len Brooks,.....
Clarkson Centre for Business Ethics***

My recollections of our IABS meeting in Sedona are warmly positive - certainly as strongly favourable as others in Paris, Santa Fe, Hilton Head to name a few.

IABS, for me, is an opportunity to find out about developing ideas, meet and make friends, consider constructively the problems of the world, and enjoy the local culture. I know of no other forum in which leading thinkers are as ready to share their ideas and be receptive to feedback. They say that art and music are food for the soul, and in an ideas sense that's what IABS is for me.

Specific highlights from this year's meeting would include the opportunity to hear the interesting presentations by our European colleagues on Evolution Theory (Sybille and Edwin from Zurich) and a Stakeholder-Contingency Approach to Governance (Johannes and Pursey from Erasmus). These involved constructs that were new to me, and which could be applied to current projects that I am considering concerning the development of legal and stakeholder frameworks for governance of corporations that focus on competitive advantage.

In some ways the discussion we had of the problems of modifying property rights regimes to allow generic drug treatment of AIDS in South Africa, without damaging the motivation of drug companies, was equally satisfying. Perhaps a new global NGO-type protocol like the TI-OECD, anti-corruption approach will emerge to save the day - its really worth thinking about.

Also, I had the pleasure of attending a pre-conference session at which Patsy Lewellyn and Maria Silipaa (KPMG - UK) spoke about their project for measurement of corporate social performance by focusing on the "enabler" systems that a company had in place to move its performance toward its target objectives. This was very interesting stuff - building upon the

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Sedona reflections continued from page 2*

intervening variable model framework introduced in the Balanced Scorecard. I'd say that we will hear more about this in the future.

Congratulations to Craig Dunn and his mom for choosing Sedona and making everything go so well. I enjoyed the opportunity to view some inspiring scenery and sites. I am still puzzled, however, about how Duane Windsor could have improved his conditioning so much since we visited Versailles two years ago - I could keep up with him then.

Fresh Perspective.....
by Vanessa Hill, Winthrop College

Intellectually, I know that conferences are supposed to be positive experiences; opportunities to exchange ideas, keep our knowledge current and develop collegial relationships. Nevertheless, in practice, conferences are usually long days punctuated by intensive paper sessions highlighted by crowded and impersonal receptions with obligatory small talk. The practical needs to secure support for research and develop collegial relationships result in an unspoken challenge to be bright and witty on command in order to make that all important "first impression". So when my friend Laquita Blockson told me about IABS conferences a few years ago I was very impressed by the great locations selected for conference sites. However, I did not expect that this conference would significantly deviate from my well-established conference schema.

I was pleasantly surprised. Conference sessions were really opportunities to exchange ideas at all stages of development. "Fuzzy" developing ideas were valued as well as polished well-developed ideas. The informal format of the sessions allowed attendees to interact with the presenter in a constructive, non-threatening manner that I found refreshing. Receptions were really social events instead of primarily instrumental networking opportunities. I was impressed by everyone's friendliness. I really appreciate the support that I received for my research and all of the great conversations that I had with other attendees. I am looking forward to attending future IABS conferences and thank all of you for making my first conference a great experience.

Sedona reflections continued in opposite column

Sedona reflections continued from opposite column

NEW EDITOR FOR THE IABS NEWSLETTER!!

This is my final issue as editor of the IABS Newsletter. Thanks to all those who helped over the last three years. I would like you all to welcome **Sandra Christensen** (Eastern Washington University) as the new editor of the IABS Newsletter. Please send all future newsletter items to Sandra at <schristensen@ewu.edu> . Thanks--Kelly Strong

Impressions of IABS 2001 in Sedona
by Mark Vesper, University of Zurich

This was my third consecutive IABS as a doctoral student. In regard to the content and my presentations (and not because it was situated at a beautiful location), it was the most interesting and successful one for me so far. When I went to IABS in Paris I just started the doctoral program and so my role was more of an observer and input seeker. The following year in Vermont I had my first presentation at an IABS conference. Additionally I also could build up a network with faculty and some other doctoral students - mainly from Pittsburgh. As a result, this year I presented a joint paper with Natasha (Pittsburgh) as we share similar research interests. Besides I was also leading a discussion session, took advantage of the many sessions with an international focus and could strengthen and enlarge the network.

In regard to my research as well as out of personal interest I'm interested in international perspectives on Business & Society. Thus the conference in Sedona was very interesting to me as it offered the highest number of sessions, papers and discussions with an international focus of all the three conferences I've been to so far. It seemed as the I in IABS got more attention this year. Related to this was also my personal experience writing a paper together with Natasha from the University of Pittsburgh. It turned out that coming from different cultural backgrounds, studying Business & Society on different continents, and by virtual means (especially mail and chat) cooperating on an international topic ('International Corporate Social Performance Strategies: The Road to Sustainable MNCs') across the Atlantic adds some additional twists to the creation of a joint paper. According to the good feedback from the audience of our presentation (North American and European), the twists turned out to have very positive impact on the quality of our paper. Additionally we also got lots of input for the planned future research. Out of those experiences I can just recommend it to everybody to take up the challenge of international co-authorship.

Of the sessions I attended, there were specifically two symposia, which highlighted the complexities of international issues, that made lasting impressions. One of the them was the 'AIDS symposium', which showed the differing interests and the resulting conflicts, in regard to intellectual property rights and the distribution of drugs to affected people especially in developing countries. The second one was 'Stakeholder Responsibility in the Global Arena' with special emphasis on the issue of child labor. In both sessions the presenters managed to show the different perspectives, needs, and demands of the stakeholders involved. The resulting pictures were quite complex and left the audience at least partly puzzled about possible actions to solve the problems.

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My Sedona Story
Jerry Calton, University of Hawaii - Hilo

With Mary Mallott in my corner on the “red eye” flight from Honolulu to LA, I knew that the forces of chaos would yield eventually to sweet reason and an orderly checklist. The connecting flight to Phoenix yielded the predictable bagel. We upgraded to an Isuzu Trooper in Phoenix because the Alamo agent from Samoa warned us that we couldn’t make it to Sedona in a four-cylinder model. Snow at 8,000 feet he said. Killer inclines. Technology overkill, I thought. Oh well, our entrance would be memorable and there would be lots of luggage space for shopping forays. I might even give rides to doctoral students. Cool.

Shaking the dust of Phoenix from our Firestones, we headed north, past praying cacti and nodding wild flowers toward the high country of red rocks and swirling vortices. (Mary said she had a very good geometry teacher in high school, so she knew how to spell the plural of vortex. I believe her.) We arrived at the Poco Diablo Resort Wednesday afternoon and received hugs from Craig Dunn’s Super Mom, Connie, and Tara Radin, Craig’s trusty IABS Girl Friday. They and Craig’s partner, Jeffrey, were rushing around putting finishing touches on program materials, stapler at the ready. Craig floated by in his bubble of preternatural calm that always makes me think he knows something I don’t. He may be right. Mary and I crashed in our respective pads to recover from red eye. The Trooper slept outside.

On Thursday morning, Mary and I piled on the bus for the Vortex Tour. I sat with Sandra Waddock, so we could practice global citizenship and coordinate shopping plans. Score one for the Trooper. OK, the New Age guide was a bit much. However, as we visited sites of incredible natural beauty, passed around little bundles of burning sage to drive off evil spirits, and blessed the earth with offerings of blue corn meal, I came to realize that our little IABS community had a lot more to offer than geometry and checklists. We seek ways to bring the world back into a natural balance. We are scholars of system sustainability. By showing how the impulse to control can be balanced by the instinct to nurture and by the right to participate in decisions that affect system stakeholders, we work to restore system integrity and to enable sustainable change.

Craig chose a wonderful site for our meeting and the conference theme of “sustainable scholarship” was spot on. And yet there is a paradox embedded in this site choice and theme. Sedona is a place of surreal beauty and spiritual calm. It is the site of foundation myths of the Apache and other Native American people. And yet we learned that in the 1870s, General Crook and the US Cavalry rounded up the

Sedona reflections continued opposite column
Sedona reflections continued from opposite column

Apache (but not without some notable resistance!) and placed

them in a reservation so that ranchers could run cattle on the arid land, thirty acres per head. Now there is a new invasion of tourists and Troopers and gift shops and celebrity residents that feeds off of the beauty and spiritual energy of Sedona. Is Sedona becoming a theme park? Did the Pink Jeeps that took many of us into the backcountry to visit cliff dwellings and fantastic rock formations spring from the imagination of a young Walt Disney who sketched the Sedona skyline as a backdrop for “Snow White and the Seven Dwarfs”? Which dwarf am I, or you? Will the Prince arrive in time to rescue the Maiden? Will Diane Swanson’s mom make it up the rocky trail in her ruby slippers to check out the 700 year old cliff dwellings? Do they have places like this in Kansas, Dorothy?

Are we part of the problem or part of the solution? Are we actors or authors in the unfolding story, or are we both actor and author at once? Judith White raised this question at our business meeting when she proposed the formation of a task force to consider how IABS could choose meeting sites that impose a smaller imprint on the natural environment. I’m not sure that we can resolve this paradox by meeting at a Day’s Inn in Newark, or even at a sweat lodge in the Black Hills. Personally, I left Sedona and the invigorating discourse of our Poco Diablo sessions (nicely supplemented at Craig’s well-stocked Hospitality Suite and the killer outdoor banquet, complete with frozen musicians) with lifted spirits and a renewed dedication to make sense out of paradox. I wonder what I will learn when Duane Windsor takes us next year to Victoria, BC? I can’t wait.

Mary stayed in Sedona a few days extra to straighten out her parents’ vacation. The Trooper found its way back to Phoenix, guided by self-organizing creative processes that rose like smoke from the chaos of my departure. Also, the shopping was good and the doctoral students were grateful. There was plenty of room in the Trooper, but no snow in the fabled passes. Shucks. So goes the story of IABS.

Many thanks, to Craig and Jeffrey and Tara and to Craig’s Super Mom for orchestrating a memorable meeting. They made it look



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START PLANNING NOW FOR IABS 2002 IN VICTORIA, B.C. !

SEE PAGES 12 & 13 IN THE NEWSLETTER FOR INFORMATION ON HOW YOU CAN CONTRIBUTE TO THE PROGRAM

Business meeting continued from page 2

Two mini-conferences were held this year, with partial funding from IABS:

- (1) "Measuring Corporate Social Performance" -- Univ. of Northern Iowa
- (2) "Achieving Accountability, Controlling Corruption" -- Florida International Univ.

Both mini-conferences were successful in accomplishing their goals. The President announced that the Board has approved funding of \$2,500 for as many as five mini-conferences this year, and proposals were solicited.

3. From-the-floor elections:

Nominating Committee. Two members were elected: Steve Brenner and Laquita Blockson. (Wood, Getz, and Dunn are automatic members.)

Best Paper Award Committee. Two members were elected: Susan Key and Ann Buchholtz. (Three additional members will be appointed by President Getz.)

4. Program Chair's Report -- Craig Dunn reported conference registration of 154, thanked his program committee, and gave instructions for reaching the Saturday banquet site. He passed the ball to Duane Windsor, who caught it handily.

5. Program Chair Elect's Report -- Duane Windsor reported that planning is proceeding for the 2002 meeting in Victoria, Canada. More details can be found shortly on the IABS website.

6. Treasurer's Report -- Sara Morris distributed financial statements and discussed the current situation with credit card billing. Some members are just now being charged for the Vermont meeting because of a snafu with the credit card company.

7. Journal Editor/Publications Committee Report -- Jeanne Logsdon reported that she has completed her first issue as editor of Business & Society, and welcomes manuscript submissions, book reviews, dissertation abstracts, and additional reviewers. She announced the appointment of John Mahon as associate editor.

8. Visibility/Newsletter Report -- Kelly Strong reported that Sandra Christensen will begin production of the newsletter. Virginia Gerde presented a sample of the new IABS brochure she designed.

9. Membership Director's Report -- Kathryn Brewer reported membership of 347.

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**IABS Board Meeting
March 15, 2001
Radisson/Poco Diablo, Sedona, AZ**

The meeting was called to order by Donna Wood, President.

In attendance were Donna Wood (President), Jerry Calton (Immediate Past President), Kathy Getz (Vice President), Craig Dunn (Program Chair), Duane Windsor (Program Chair Elect), Sara Morris (Treasurer), Kelly Strong, Diane Swanson, Patsy Lewellyn (Representatives-at-Large), Jeanne Logsdon (journal editor), Kathy Brewer (membership director) and Virginia Gerde (member of visibility committee). Absent: Craig Fleisher, Nancy Kurland and Kathy Rehbein.

A motion that the minutes of the Toronto board meeting was approved unanimously, after the correction of a typo in the first paragraph in the first paragraph.

Donna reported election results: Patsy Lewellyn was elected Program Chair-Elect; Dan Greening and Lori Ryan were elected representatives-at-large.

Donna recognized and thanked retiring board members Craig Fleisher and Patsy Lewellyn.

Donna reported the results of the balloting to change the Bylaws. The elimination of IABS Fellows and the addition of a Council of Past Presidents was approved. Due to an oversight, members were not asked to vote on the same change to the Constitution. Donna will conduct a second round of balloting for the constitutional question.

Donna reported that two mini-conferences were approved by the Executive Committee. Both conferences, "Measuring Corporate Social Performance" (organized by Steve Wartick and John Mahon) and "Achieving Accountability, Controlling Corruption" (organized by Karen Paul) were reported to have been successful. In a related discussion, the board agreed that it would be good to have more proposals for mini-conferences. The board agreed to change mini-conference parameters to approve up to five per year, with funding up to \$2,500 per conference. The board will reconsider mini-conferences every year since our financial situation could change.

Board meeting continued on page 6

PHILOSOPHER HUMOR

Rene Descartes walked into a restaurant in Paris. The waiter asked if he would like to try the evening special. "I think not" replied Descartes, and promptly disappeared!

Board meeting continued from page 7

Donna opened a discussion of our budget surplus, most of which resulted from the 1999 Paris conference. The board agreed that three steps could be taken to work down the surplus:

1. Funding for miniconferences (\$12,500)
2. Moving all past conference proceedings to CD (\$10,000)
3. Subsidizing doctoral students who participate in the 2002 conference (\$10,000)

Donna thanked past presidents Jerry Calton and Jim Weber for their guidance during her term as president.

Program Chair's Report - Craig Dunn

Craig reported that things seemed to be going well, despite some overbooking by the hotel. The board briefly discussed refunding some of the registration fees paid by doctoral students for the Sedona conference, but decided against it. Craig mentioned that some expenses which are charged to a conference are not actually conference expenses. The three expenses are the board dinner, the past presidents' dinner with doctoral students and the doctoral student subsidy. He suggested these expenses be charged to IABS, not to a conference. A decision on this was deferred.

Program Chair-Elect's Report - Duane Windsor

Duane reported that arrangements for the 2002 meeting are proceeding. The meeting will be held in Victoria, June 28-30, 2002. Registration fees and hotel rates will be comparable with past conferences. He may alter program times a bit (e.g. combine the business meeting with a reception).

Financial/Treasurer's Report - Sara Morris

Sara reported on the transition of duties from the previous treasurer. There were several unanticipated complications, including credit card charges from the Paris and Vermont meetings that were never processed or that were rejected. A motion was made and approved to authorize the treasurer to write off bad debts that occurred before she assumed her duties at her discretion and to report to the board on the total sum written off.

Sara also provided financial statements

Donna thanked Sara on behalf of the board for the extraordinary work she has done to get IABS financial records cleaned up.

Board meeting continued opposite column

Board meeting continued from opposite column

Audit Committee Report - Kelly Strong

Kelly reported that he's beginning to consider auditors, and will work with Kathy Getz and Sara Morris to see that the audit is conducted.

Journal Editor/Publications Committee Report - Jeanne Logsdon

Jeanne reported that the transition from Editor Wartick to Editor Logsdon has gone well. She also reported that she, Steve Wartick and John Mahon are beginning to renegotiate with Sage, the journal publisher.

Visibility/Newsletter Report - Kelly Strong and Virginia Gerde

Virginia led a brief discussion on the IABS brochure. Several people had comments, which they passed along to Virginia. She will respond to them, making some changes in the brochure. We will conduct an electronic vote on the brochure once it is revised. If it is approved, Virginia will print it and distribute to Kathy Brewer and Kathy Getz.

Membership Director's Report - Kathy Brewer

Kathy reported that rolling memberships (by quarter) are working well.

Best Article Award Committee Report - Jim Weber

No report.

Electronic Communication Director Report - Phil Cochran

No report.

Archivist's Report - Kathy Getz

No report.

New Business

Kathy Getz moved that the board agree to reimburse Mark Cordano for out-of-pocket expenses of \$120 for the wine tasting party. The expenses resulted because some people who had registered for the party did not show. The board approved the motion.

Agenda for Annual Business Meeting - Donna Wood

Donna announced that the business meeting would include the usual reports and two elections, for the nominating committee and for the best article award committee.

The meeting was adjourned at 9:30 P.M.

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10. Best Article Award -- Jim Weber (chair & elected member of the selection committee) and other members-- Jenn Griffin, Sara Morris, Tim Rowley, Sandra Waddock - announced the selection of Diane Swanson's article, "Toward an Integrative Theory of Business and Society: A Research Strategy for Corporate Social Performance" , (Academy of Management Review, July, 1999) as winner of this year's Best Article Award. Diane received a plaque and a check, compliments of California Management Review.

11. New Business -- the issue of continuing to "internationalize" IABS was raised, along with consideration of the association's social impacts. Members voted to have the new president appoint task forces to consider these issues.

12. Passing of the Artifacts -- Kathy Getz, new President, received the official IABS "not guilty" gavel and the Ben & Jerry's presidential hat. Duane Windsor presented Donna Wood, outgoing president, with a gift of appreciation.

13. The meeting adjourned at 7:30 p.m.

New Appointments for IABS

With this issue of the Newsletter, **Kelly Strong** concludes his term as Newsletter Editor. Heartfelt thank to Kelly for bringing the newsletter into the electronic age, as well as for doing all the other editorial tasks. **Sandra Christensen** has accepted a 3-year appointment as our new Newsletter Editor. She and Kelly are working on the transition of responsibilities.

Duane Windsor is currently working on the proceedings from the Sedona conference. Upon completion of the proceedings, he will conclude his term as Proceedings Editor. **Stephanie Welcomer** has accepted a 3-year appointment as Proceedings Editor. Interestingly, the first program chair Stephanie will work with is Duane. We can expect this transition to be a smooth one.

SCIENCE AND TECHNOLOGY HUMOR

An atom walked into a bar. "Why the sad face", asked the bartender. "I've lost one of my electrons", replied the atom. "Cheer up", said the bartender, "maybe you have only misplaced it." "No, it's lost", said the atom, "I'm positive."

A Message From The Past-President

by Donna J. Wood
University of Pittsburgh

Greetings to all, and a special thank-you to Craig Dunn and his wonderful program committee for the Sedona IABS meeting. Thanks, also, to all of you who encouraged colleagues to attend IABS for the first time. Thanks, finally, on the eve of my 'retirement,' for the opportunity you have given me to serve this organization.

Elsewhere in this newsletter you will find minutes from the annual business meeting. I would like to mention separately, however, the results of the recent officer election. All current officers were elected to the succeeding office (i.e., Kathy Getz became president, Craig Dunn is Vice President, Duane Windsor is Program Chair 2002, and I have become Past-President). Patsy Lewellyn was elected Program-Chair-Elect and will organize the conference in 2003. Lori Ryan and Dan Greening were each elected to a three-year term on the Board as Representative-at-Large. Congratulations to our newest officers, and thanks to the fabulous slate of IABS troopers who agreed to run for election.

I am pleased to report that the membership has approved a change in the By-Laws and the Constitution to eliminate the Fellows, which has never become operational, and to substitute a Council of Past Presidents. The Constitutional language is as follows:

"The corporation recognizes the establishment of a separate but internal and integral organization known as the 'Council of Past Presidents.' The purposes of the Council of Past Presidents are to promote the welfare of the organization and to serve as a discussion forum for its members. The Council shall be self-governing, and shall elect one of its members annually to represent the Council as a full voting member of the Board of Directors."

The approved By-Laws changes are consistent with this wording, and they add the proviso that no individual may represent the Council of Past Presidents on the Board of Directors for more than three consecutive one-year terms.

On the question of "internationalizing" IABS, Kathy Getz will be appointing a task force to study our progress to date and to suggest avenues for improvement. Right now, though, I would like to share with you just a pennysworth of my thoughts. I recently returned from Europe, where I met with new colleagues in business ethics from the major universities in Castellon and Valencia, Spain. They didn't know about IABS before, but they do now, and I'm betting we will see some of them at upcoming conferences. These colleagues included visiting scholars from Cuba and Brazil, so actually the country reach was even better than I expected. Next I went over to Prague to teach an executive education class, working

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Past president's message continued from page 7

with a number of intelligent managers who are dealing daily with the global social and political issues that we love to think about. They didn't know about IABS either, but they do now, and they think it's very interesting that there is such a group. They are eager to learn more about global business ethics, social responsibility, reputation, and issues management. They might not take time themselves to go to an academic meeting, but perhaps some of them will someday sponsor scholarships for academics, or host a local-arrangements event, or participate in a topical IABS mini-conference.

Do you have colleagues in other nations who would benefit from IABS and who would make a valuable contribution? Start talking it up -- sometimes it takes a few years to organize travel grants and teaching arrangements so a meeting can be attended. Do you have corporate contacts who might co-sponsor an IABS mini-conference? Get together with them and write a proposal for IABS partial funding. Do you have ideas about how to make IABS work better for all of its members? Join a committee, get involved, share your ideas and your energy. All things considered, the "I" in IABS is nothing more than you and me.

IABS Member News

Tom Jones has been appointed to a four-year term as Chairman of the Management and Organization Department at the University of Washington.

Robert Hogner (FI Int'l Univ) has been named to the American Association for Higher Education's (AAHE) 17 member Community Service Learning Consulting Corps (<http://www.aahe.org>) and was Elected president of DART, Inc a national congregation-based community organizing and social justice center. (<http://www.thedartcenter.org>)

Marc Orlitzky and **Diane Swanson** have a new web site on teaching with film. It is called "Marc and Diane's Video Library for Business & Society." It can be accessed at: <http://www.agsm.edu.au/~marco/> Contributions of teaching notes are always welcome, and can be sent to marco@agsm.edu.au. The format for teaching notes can be found in Orlitzky & Swanson in the 2001 IABS Proceedings or by contacting Marc.

Ans Kolk, Seb Walhain, and Susanne van de Wateringen have published "Environmental reporting by Fortune global 250: Exploring the influence of nationality and sector" in *Business Strategy and the Environment*, Vol. 10, No. 1: pp. 15-28, 2001.

Job Announcement **University of San Diego** **School of Business Administration**

Position in Strategic Management and Business and Society/Ethics

The School of Business Administration of the University of San Diego invites applications for a tenure track position for an Assistant Professor in Strategic Management with a strong interest and abilities in Business & Society/Ethics and the Social-Legal Environment. This appointment ideally begins September 2001, but will remain open until filled.

Minimum qualifications include:

1. Ph.D., or be near completion in their doctoral studies, in Strategic Management and Business & Society/Ethics prior to appointment.
2. Strong interest in teaching and curriculum innovation (including use of technology for instruction), record of effective teaching.
3. Evidence of promise of a significant program of research and scholarship.
4. Post Bachelor's degree appropriate business, non-profit or government management experience.
5. Dedication to developing college students into ethical, socially responsible leaders.
6. Individual of high personal ethical character and commitment.

We are also inviting applications for a Visiting Professor to teach Strategic Management (ideally with capability in International Strategic Management) for the academic year 2001-2002.

The University of San Diego is located in a city that has one of the most ideal climates in the world. The local business community is thriving and is the home of Qualcomm, Gateway Computers, and many biotechnology companies. San Diego offers numerous cultural and recreational opportunities.

The University is a dynamic, private institution with approximately 6,700 students. It features a beautiful campus on a mesa overlooking the Pacific Ocean. The University is presently in the process of building the Kroc Center for Peace and Justice. A new sports complex and arena recently opened. The Business School offers undergraduate degrees in business, economics and accounting, an MBA and International-MBA. Non-traditional programs include MS degrees in Executive Leadership in partnership with the Ken Blanchard Companies, and Global Leadership for the U.S. military.

The USD School of Business is committed to improving global business practice through applied research and innovative, personalized education to develop socially responsible leaders. The school is AACSB accredited.

Applications must include a well-crafted statement of the applicant's interest in the position, a vita, 3 letters of recommendation and at least 3 teaching evaluations. Please send to:

Dr. Dennis Briscoe, Professor of Management,

or

Prof. Marc Lampe, Professor of Business Law and Social Responsibility,

School of Business Administration
5998 Alcalá Park
University of San Diego
San Diego, CA 92110-2492
(619-260-4830)

The University of San Diego is an Equal Opportunity Employer committed to excellence through diversity. Female and minority candidates are strongly urged to apply.

Academy/SIM News

SIM Division Doctoral Consortium
Call for Nominations
Washington, DC 2001

The Social Issues in Management (SIM) Division will sponsor a consortium for doctoral students during the 2001 annual meetings of the Academy of Management in Washington, D.C. The consortium is an all-day professional workshop on Saturday, August 4, 2001 with introductory activities on Friday evening, August 3, 2001. As in years past, the SIM doctoral consortium brings together doctoral students and faculty to discuss research, career, and teaching opportunities and challenges. Doctoral students will actively participate by presenting a short synopsis of a current research project (e.g., dissertation proposal, draft of conference paper, or draft of an article for a journal). Feedback will be provided by invited faculty.

All doctoral students working in the area of social issues in management should consider attending the consortium. While we will give priority to students who are finishing their course of study and who have not previously attended a SIM doctoral consortium, we also recognize that students benefit by attending a doctoral consortium early in their course of study, as well as more than once.

To apply, doctoral students need a sponsoring faculty member. The application form can be found at <http://www.pitt.edu/~rorst6/sim/doccon.htm>. Since space is limited, it is important to submit applications as soon as possible and no later than June 1, 2001.

For more information contact co-chairs, Jenn Griffin (jgriffin@gwu.edu) at The George Washington University or Dan Gilbert (dgilbert@gettysburg.edu) at Gettysburg College.

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Doctoral Dissertation Award Competition
SIM Division
The Academy of Management

The annual Doctoral Dissertation Award Competition is a unique and valuable opportunity for recent doctoral work in the Social Issues in Management (SIM) area to be recognized. A recognition plaque will be presented at the business meeting of the SIM Division at the Academy meetings in August. Eligible dissertations must focus on some aspect of the relationship between business & society, but the particular discipline in which the dissertation is written is not a consideration. Criteria for selection include

Dissertation award continued opposite column

Dissertation award continued from opposite column

relevance, originality, methodological appropriateness, scientific contribution, and theoretical tie-in. Applications and dissertations must be in English.

Entries for 2001 must be successfully defended between May 1, 1999 and April 30, 2001 (24 months). Applications must be filed by April 16th 2001. Please provide the following information in your application:

- *an abstract of not more than 10 double-spaced pages;
- *a copy of the signature page, w/ university name & date of defense;
- *a title page, w/ the author's current address, phone & fax numbers, and e-mail

The abstract should not identify either the author or the university. Finalists will be asked to send copies of their full dissertation in mid-May for final evaluation. The award will be presented at the August Academy meeting, to be held in Washington DC.

Submissions including abstract, title page, and signature page should be mailed to:

Dr. Susan Key
School of Business
University of Alabama @ Birmingham
1150 Tenth Avenue South
Birmingham, AL 35294-4460

For more information, contact Susan Key @ 205/934-7338 or susankey@uab.edu

Conference Announcements and Calls For Papers

Teaching Business Ethics announces a new part of the journal dedicated to innovative teaching techniques. The section contains essay-style short articles that describe novel or non-traditional teaching approaches. These approaches may involve practical ideas that enhance teaching effectiveness, creative teaching techniques, exercises, activities, and simulations; novel uses of film, art or literature that explicate business ethics concepts or concerns; uses of non-business concepts to explain business ethics concerns or concepts. This section of the *Teaching Business Ethics* will not publish cases or deal with case-related exercises.

In writing an article for this section, authors are advised that they must clearly articulate the particular scholarly literature that the exercise addresses; citations are required. Additionally, authors should try to provide the reader with a means for assessing the approach (student feedback instrument or a hard

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

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

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The Association On
Employment Practices And Principles (AEPP)
Annual National Conference, Oct. 18-20, 2001
San Francisco, CA

Conference Theme: "Emerging Trends in Employment Practices and Principles"

Attendance at this interdisciplinary conference promotes:

- ◆ Interchange of ideas between practitioners and academics
- ◆ Close-knit interaction
- ◆ In-depth exchange of ideas
- ◆ Relationship building
- ◆ Academic and personal growth

Papers and proposals that merge traditional domains with the Conference theme "Emerging Trends in Employment Practices and Principles" will be most welcome, as will papers or proposals directed either to practitioners or to academics.

Annual Conference domains include:
Employee/Employer Rights and
Accounting and Finance Responsibilities
Business Ethics
Career Management
Entrepreneurship
HRM/Personnel
Information and Communication
International Business
Management Education
Management Consulting
Social Issues in Organizations

Calls continued in opposite column

Calls continued from opposite column

OB/OT
Conflict Management
Health Care Administration
Production/Operations Management
Women in Management
Technology/Innovation Management
Public Sector Management
Management History
Research Methods
Other Areas of Interest

Submissions will be blind reviewed; accepted papers will be published in Proceedings. Selected papers will be included in a special edition of the *Employee Responsibilities and Rights Journal*.

For further information, and to ensure early consideration, send four copies of your paper/proposal or detailed abstract along with diskette in MS WORD by June 20 to:

Dr. Robert C. Preziosi
Program Chair, AEPP
Huizenga Graduate School of Business
3100 S. W. 9 Avenue
Ft. Lauderdale, FL 33315
(954)262-5111
email: preziosi@huizenga.nova.edu

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8th Annual International Conference Promoting Business Ethics
Conference Dates: October 24-26, 2001

Abstract/Proposal Due Date: May 31, 2001
Completed Paper Due Date (if accepted): September 1, 2001

Sponsored by the Institute for Business and Professional Ethics, DePaul University Papers and presentations on theory and practical dimensions of business and professional ethics are invited. Though primarily involving academics, business professionals are encouraged to present also.

A special issue of the Journal of Business Ethics will be comprised of selected papers from this conference. Also, DePaul University will be sponsoring a Deans' Award which will be presented for the best paper at the conference.

Conference Location: The Standard Club,
320 S. Plymouth Court, Chicago, IL 60604;
phone: 312-427-9100.
Registration Fee: \$300 (includes 3 continental breakfasts, 3 lunches, and conference publications)

Required for Consideration: one-page proposal/abstract
Topic: Any area in the field of business and professional ethics

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Send abstracts to both
<psteeves@wppost.depaul.edu>
and
<jahern@wppost.depaul.edu>

For more information email or telephone:

Dr. H. Peter Steeves
Institute for Business and Professional Ethics
DePaul University
1 East Jackson Blvd., Suite 6000
Chicago, Illinois 60604
psteeves@wppost.depaul.edu
Telephone: 773-362-8770

Dr. John T. Ahern Jr.
Institute for Business and Professional Ethics
DePaul University
1 East Jackson Boulevard, Suite 6000
Chicago, IL 60604
jahern@wppost.depaul.edu
Telephone: 312-362-6624

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The International Business & Economics Research
Conference

The International Business & Economics Research
Conference is being held at the Peppermill Hotel & Casino in
Reno, Nevada USA. (October 8 -12, 2001).

The IBER Conference seeks manuscripts on any business or
economics related topic (including teaching and
administrative issues) and business related manuscripts from
any other academic field. We are kicking off a new,
refereed, quarterly, journal in conjunction with the
conference, which will offer publication to the better papers
from the conference. Conference attendee voting will
determine recipients of the IBERC Best Paper Awards. All
accepted conference papers will be published in our refereed
conference proceedings. Faculty may choose their
presentation day (Monday 10/8/01 through Friday 10/12/01)
to make scheduling travel easier. Please see our website
<http://www.wapress.com/iberc%20main.htm> for complete
conference details.

The Reno/Lake Tahoe area has many activities to consume
your time between and after sessions. A half-day drive from
Reno can take you to Yosemite National Park, Lake Tahoe,
San Francisco, or Napa Valley. The City of Reno has much
to offer too, including gambling, shopping, ghost town tours,
and a lot more. Rooms at the very nice Peppermill Hotel &

Calls continued in opposite column

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Casino are only \$69 per night. Hotel and area pictures are
available on the conference website.

Submit a paper or an abstract/proposal for a paper by June 23,
2001 and the completed paper (or completed abstract if that is
what you want in the proceedings) by July 31, 2001. We prefer
to receive papers via email.

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EBEN Research Conference 2001
"Standards and Audits for Ethics Management Systems".

The Conference will be held on May 18th - 19th, 2001, at the
University of Applied Sciences in Konstanz, Germany.
Please join this conference for a substantive and informative
exchange. We look forward to greeting you in Konstanz.

Josef Wieland Stephan Grueninger
Zentrum für Wirtschaftsethik gGmbH
ZfW - Centre for Business Ethics
c/o FH Konstanz University of Applied Sciences
Brauneggerstrasse 55
D-78462 Konstanz, Germany
Tel.: +49 7531 206-651
Fax.: +49 7531 206-187
<http://www.dnwe.de> zfw@fh-konstanz.de

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Collaborative Work Systems

Call for Papers and Presentations on Collaborative Work
Systems. New ways of organizing and building human capital
are emerging and the practices are spreading. One of these is
the movement toward use of collaborative work systems
(CWS) which includes the creation of team-based
organizations.

This Call provides two participation opportunities:

1. Contributions to a Collaborative Work Systems Fieldbook
that is intended to improve practice. The pieces of a fieldbook
provide concepts, tools, and informative examples.
Submissions are sought from people employing a variety of
approaches to organizational change and development,
including the Baldrige Award business model, to improve
collaborative practices for performance results.
2. Selected papers will be invited to present at the 10th annual
symposium on Collaborative Work Systems sponsored by the
Center for the Study of Work Teams in Denton, Texas.
(presently scheduled for May 22-24, 2002).

To review the full project details go to:
<http://www.workteams.unt.edu/ParticipationOps/FieldBook.htm>

Materials must be received by e-mail no later than April 20,
2001.

Preliminary Call for Proposals, IABS 2002

The International Association for Business and Society (IABS) invites you to participate in the 13th annual conference, held the last weekend in June (28-30 Friday-Sunday) at the Victoria Conference Centre, in Victoria, capital of British Columbia, Canada.

Innovative-Format Session provides a forum for a novel, original, creative use of conference space and attendees' time (3-page description of the topic, format, and session leaders, plus cover page).

Discussion Session provides a forum for a short, informal presentation of a research idea or project which stimulates feedback from the audience (1-page abstract describing the idea or project, plus cover page).

Workshop Session provides a forum for a working meeting to identify and address a defined research or teaching challenge (3-page abstract describing the research or teaching challenge, plus cover page).

Symposium Session provides a forum for a collection of interrelated presentations around a well-defined theme (1-page overview of the unifying theme and 3-page abstract for each presentation, plus cover page).

Paper Session provides a forum for a formal summary presentation of a completed conceptual or empirical research or teaching paper, evoking questions or comments from the audience (3-page abstract of the paper, plus cover page).

Page lengths above are maximum lengths. Submissions should be single-spaced. Session types above are listed in order of preference. As appropriate, the Program Chair may shift proposals from one session type to another, with the concurrence of the authors.

The cover page of each proposal should state the session type for which the submission is intended. To facilitate the review process and program planning, please list up to three keywords for the submission. Also include the following information for EACH author: name, postal and email addresses, telephone and fax numbers. Do NOT include authors' names or affiliation in Discussion and Paper session proposals, except on the cover page.

Proposals must be received by January 18, 2002 (tentative). Please allow for mail delays. E-mailed submissions are encouraged; you may send as Word attachment or simply include submission in the body of an e-mail addressed to odw@rice.edu.

Contributions must be original; that is, they may not have been presented at a previous conference or published. We encourage all work presented at the conference to be developed into a full paper and included in the conference proceedings. At least one author for each paper must register for the conference by May 1, 2002 (tentative), and be present at the conference. All individuals on the program and in attendance at the conference must be registered.

Eligible topics deal with some aspect of the business and society relationship, which includes corporate social performance, business-government relationships, business ethics, stakeholder issues, public affairs management, corporate governance, ecological issues and management, and other facets of the sociopolitical environment. Contributions may address theory development, empirical study, teaching issues or methods, or case materials or methods.

Five copies of your proposals should be mailed to (if e-mailing your submission, there is no requirement for submitting 'hard copies'):

Duane Windsor, IABS-2002 Program Chair
Mail to: Jones Graduate School of Management MS-533
Rice University P.O. Box 1892 Houston, TX 77251-1892
Delivery to: Jones Graduate School of Management
Baker Hall 359 Rice University 6100 Main Street Houston, TX 77005

phone: 713-348-5372
fax: 713-348-6296
e-mail: odw@rice.edu

DEADLINE FOR SUBMISSIONS: January 18, 2002 (tentative)

The Organization: The International Association for Business and Society (IABS) is a professional association of scholars who are interested in advancing research and teaching in the academic area of business and society. Members come from all sizes of public and private colleges and universities. About 20% of the 365 IABS members reside outside the U.S.

In partnership with Roosevelt University and Sage Publications, IABS has editorial responsibility for *Business and Society*, the only refereed journal devoted exclusively to business and society research. A subscription to the journal is included as part of the annual \$50 IABS membership dues (\$30 for doctoral students).

More information on IABS, including how to join, can be found at www.iabs.net.

IABS 2002 (last weekend in June 28-29-30 Friday-Sunday) will be held at the Victoria Conference Centre, in Victoria, capital of British Columbia, Canada, with Executive House Hotel and Chateau Victoria (co-located across the street from the Centre) providing housing. The Centre is next to the Empress Hotel and one block from the Royal BC Museum. The Centre and the participating hotels are centrally located. The Parliament Buildings, Inner Harbour, restaurants, and pubs are close by. There is ready access to Victoria by air from Canada and the United States.

IABS 2002 - Reviewer Volunteer Form

Reviewers are wanted for IABS 2002 (Victoria, Canada, June 2002). Please fax a copy of this form to Duane Windsor (Program Chair, Rice University) at (713) 348-6296 or E-Mail the equivalent information to him at odw@rice.edu or mail to Duane Windsor, Jones Graduate School of Management MS-533, Rice University, P.O. Box 1892, Houston, TX 77251-1892 . If you filled out a reviewer volunteer form at the March 2001 IABS Conference in Sedona, AZ, you need NOT respond to this call published in the IABS Newsletter (and thank you for volunteering!).

First Name: _____

Last Name: _____

Complete E-mail Address: _____

Phone # _____

I prefer receiving papers to review via:

_____ E-Mail (which will be used as much as possible)

_____ Regular Mail--if so, please supply your complete mailing address:

I would like to review submissions in the following areas (check all that apply and, if you prefer, number in order of preference, #1 being your HIGHEST preference):

- | | |
|------------------------------------|------------------------------|
| _____ Business Ethics | _____ Stakeholder Issues |
| _____ Environmental Issues | _____ International issues |
| _____ Corporate Social Performance | _____ Public Policy, Affairs |
| _____ Corporate Governance | _____ Diversity Issues |
| _____ Regulation | _____ Teaching |
| _____ Work/Family | _____ Corporate Philanthropy |
| _____ Contemporary Issues | _____ Case Analysis |
| _____ Legal Issues | _____ Moral Reasoning |
| _____ Crisis Management | _____ Political Strategy |

Thanks for your willingness to review for IABS 2002!

ABOUT IABS

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

2001-2002 IABS OFFICERS:

President-----Kathy Getz, American University
Vice President -----Craig Dunn, San Diego State University
2002 Program Chair-----Duane Windsor, Rice University
Program Chair Elect-----Patsy Lewellyn, University of South Carolina- Aiken
Treasurer-----Sara Morris, Old Dominion University
Membership Director-----Kathryn Brewer, Minneapolis, MN
Immediate Past-President--- Donna Wood, University of Pittsburgh

PUBLICATIONS AND COMMUNICATIONS

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