



iabs
international association
for business and society



BUSINESS AND THE SUSTAINABLE COMMONS

21st Annual Conference
The Banff Centre in Banff, Alberta
March 25 - 28 , 2010



WELCOME TO THE 21ST ANNUAL CONFERENCE

We are thrilled you are here with us in Banff, Alberta. With your input and assistance we have put together an exciting program of research presentations, symposia, workshops and invited guest speakers. As we spend time together listening, discussing, reflecting on vital issues of our times, remember to breathe deeply and take in these elegant mountains and majestic landscapes. Only as we come to feel and understand how much we depend on and affect the larger ecosystems of this planet, will we move beyond the rhetoric of our research. Talking with each other is an important process, but learning how to act constructively together is essential. While you are here, let yourself be here completely. Learn from the mountains as well as from your colleagues. Recognize the inspiration, carry it with you and let it move you toward action.

Thank you to the wonderfully supportive IABS Board for their guidance in putting this event together.

Robbin Derry

IABS 2010 Program Chair

BANFF, ALBERTA

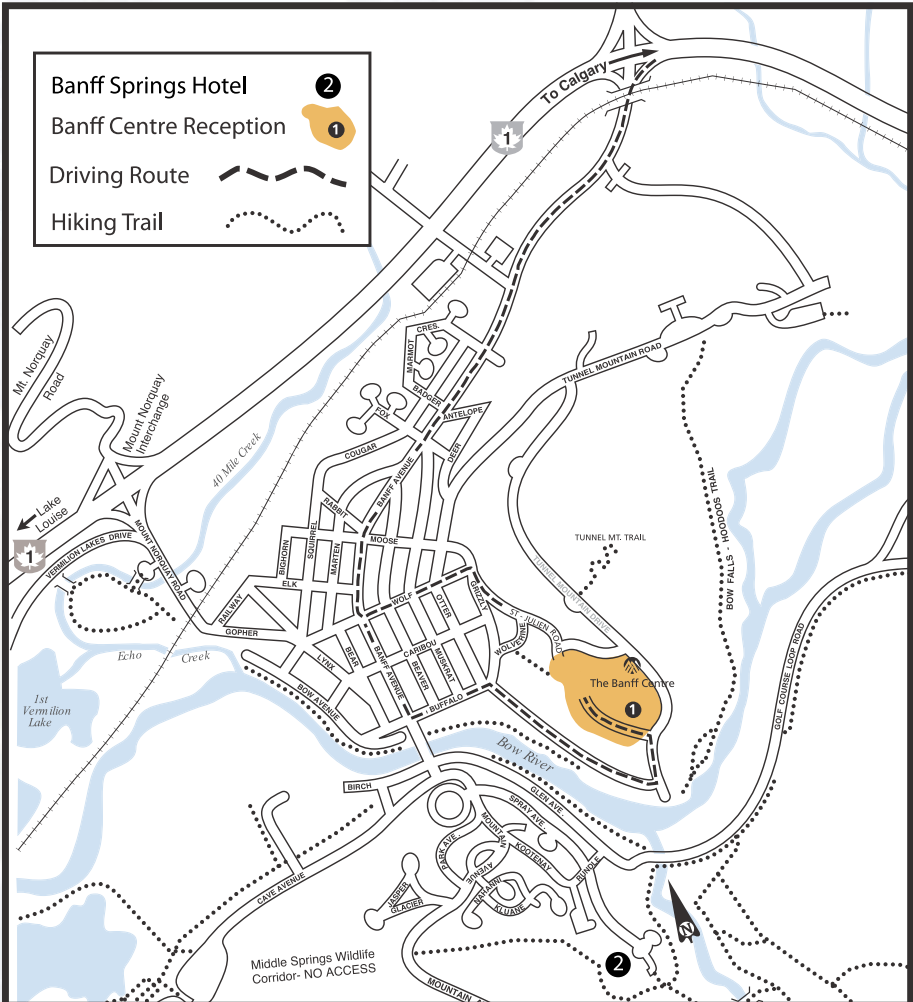


Fast Facts on Banff

Banff was settled in 1880s while the transcontinental railway was being completed. In 1883, Canadian Pacific Railway workers discovered natural hot springs on the side of Sulphur Mountain. In 1884, Lord Steven a retired director of the Canadian Pacific Railway, named Banff after his birthplace, Banff in northern Scotland. The CPR built hotels along the railway with the Banff Springs Hotel as a flagship in the chain. In 1985 the United Nations declared Banff National Park a World Heritage Site.

More facts about Banff:

- Banff National Park was created in 1885 and was Canada's first National Park
- Banff National Park covers an area of 6641 km² (2564 miles²)
- Banff National Park has more than 1000 glaciers
- The Bow River that flows through Banff empties into the Hudson Bay



03.25.2010 - 03.28.2010

THURSDAY 03.25.2010

- 05:30 - 08:30 PM Welcome reception in Max Bell Lounge, Banff Centre
- 07:00 PM Performance of *The Invisible Foot*, by Steve Taylor
Max Bell Auditorium

FRIDAY 03.26.2010

- 07:00 - 9:00 AM Breakfast Available in the Vistas Dining Room
- 08:30 - 10:00 AM Concurrent Research Presentations
- 10:00 - 10:15 AM Nutribreak **Max Bell Lobby**
- 10:15 - 11:45 AM Invited Scholars Presentation by Sanjay Sharma, Paul Shrivastava, and Monika Winn **Max Bell Auditorium**
- 12:00 - 01:30 PM Panel on Research Impacting Practice
Buffet Luncheon in the **Donald Cameron Dining Hall**
- 01:45 - 03:15 PM Concurrent Research Presentations
- 03:00 - 03:30 PM Nutribreak **Max Bell Lobby**
- 03:30 - 05:00 PM Concurrent Research Presentations
- 05:15 PM IABS Business Meeting - All are welcome to attend and participate
Max Bell Auditorium
- 07:00PM PhD Dinner - Graduate Students and Invited IABS hosts **Meet in PDC lobby**

SATURDAY 03.27.2010

- 07:00 - 9:00 AM Breakfast Available in the Vistas Dining Room
- 07:15 - 8:15 AM Business and Society Editorial Board Breakfast Meeting **PDC 104**
- 08:30 - 10:00 AM Concurrent Research Presentations
- 10:00 - 10:30 AM Nutribreak in **Max Bell Lobby**
- 10:30 - 12:00 PM Concurrent Research Presentations
- SATURDAY AFTERNOON Free Time: Bus Tour through Bow Valley to Lake Louise:
meet for pick up by **12:30 pm in PDC lobby**
- SATURDAY EVENING Evening Banquet at the Fairmount Banff Springs Hotel.
Mt. Stephan Hall **6:15 pm and 6:30 pm PDC departs Banff Center PDC**

SUNDAY 03.28.2010

- 07:00 - 09:00AM Breakfast available in the Vistas Dining Room
- 08:30 - 11:00 AM Corporate Governance Workshop VI
- 09:00 - 11:00 AM Concurrent Research Presentations

THURSDAY, 03.25.2010

5:30 - 8:30 PM

Welcome reception in Max Bell Lounge, Banff Centre

7:00 PM

Performance of *The Invisible Foot*, by Steve Taylor
Max Bell Auditorium

FRIDAY, 03.26.2010

7:00 - 9:00 AM

Breakfast available in the Vistas Dining Room

8:30 - 10:00 AM

 Concurrent Research Presentations

Alberta Resources I (Max Bell Auditorium)

Session Chair: **Frances Bowen**

David Deephouse, Nicole Lugosi, & Michelle Thamarat – How Does the Sun Shine on Suncor? A Comparison of Prestige, Mainstream, and Tabloid Media Reporting on Alberta's Oil and Gas Industry

Gaylene Halter – Managing Alberta's Water Resources: A Qualitative Research Project to Understand the Public Sphere's Worldview about Alberta's Water Resources

Connie Van der Byl & Harrie Vredenburg – Suncor and its Firebag Project: A Case for Sustained Growth

Social Values and Firm Performance (Max Bell 253)

Session Chair: **Sara Morris**

Stephen Brammer & Stephen Pavelin – Antecedents of Corporate Reputations: The National Halo Effect

Karen Maas – How to Measure Societal Impact of Organizational Activities

Timothy Hargrave – Bringing in Society: An Institutional Perspective on Corporate Social Performance

Stakeholder Engagement and Legitimacy (Max Bell 251)

Session Chair: **Colin Higgins**

Johanne Grosvold & Harry Van Buren III – The Uses and Abuses of Institutional Theory: A Critique and Research Agenda for Business and Society

Luis Fernando Escobar, Juan Leonardo Espinoza, & Henry Petersen – An Ecosystem Approach to Stakeholder Engagement: Extending the Descriptive View of Stakeholder Theory

Patricia Misutka – The Role of Stakeholders in Legitimacy Creation /Legitimacy Breach

CSR and Governance Decisions (Max Bell 150)

Session Chair: **Kathleen Rehbein**

Tom Cooper – *Aboriginal Business and Financing – The Corporate Social Responsibility of Chartered Banks in Aboriginal Financing*

Kareem Shabana, Jill Brown & Ann Buchholtz – *The Effects of Strategic Leadership and Corporate Governance on Corporate Social Reporting*

Patti Collett Miles and Gloria Vollmers – *Opportunistic Behavior in the Health Care Industry: The Impact of Imperfect Market Conditions*

Discussion Group: A Critical View of Stakeholders (PDC 104)

Session Chair: **Jenn Griffin**

Adam Bailey & Ronald Mitchell – *Refining the Principle of Who or What Really Counts*

Paul Godfrey & William Schulze – *A Family-Business-Based Critique of Stakeholder Theory*

Discussion Group: Theory and Application of Ethics (PDC 201)

Session Chair: **Robert Sexty**

Bradley Agle, David Hart & Jeffery Thompson – *Measuring Individual and Organizational Ethics: Toward an Inventory of Methods and Instruments*

Tara Ceranic – *Ethics in the Octagon?*

Duane Windsor – *Choice Institutions, Moral Theories and Social Responsibility*

Workshop: Integrating B & S in a Traditional Strategy Courses (PDC 202)

Melissa Baucus & Jamie Hendry

10:00 - 10:15 AM

Nutribreak (**Max Bell Lobby**)

10:15 - 11:45 PM

Invited Scholars Presentation by Sanjay Sharma, Paul Shrivastava and Monika Winn
(**Max Bell Auditorium**)

12:00 - 1:30 PM

Panel on Research Impacting Practice: Moderated by Tom Ewart, Managing Director, Network for Business Sustainability. Buffet Luncheon in the (**Donald Cameron Dining Hall**)

Panelists: **Jim Middlemiss**, Editor of the Legal Post, Financial Post

Lloyd Visser, VP Environment and Sustainable Development ConocoPhillips

Ed Whittingham, Director of Consulting Services, Pembina Institute

Bios available at: http://www.nbs.net/commuEvents_Details100325.html

FRIDAY, 03.26.2010

1:45 - 3:15 PM

Concurrent Research Presentations

Globalization and its Effects (Max Bell Auditorium)

Session Chair: **Niki den Nieuwenboer**

Maureen Kilgour – Women and the Global Commons: Protecting Rights through the Global Compact?

Krista Bondy – Managing the 'Glocal' Paradox: Neo-Colonialism and the Feasibility of Glocalization in Corporate Social Responsibility

Irene Herremans & Linda Ambrosie – What would Darwin think? The (R)evolution of Social Institutions in Galapagos Islands

Business – Government – NGOs (Max Bell 253)

Session Chair: **Karen Maas**

Stephen Brammer & Stefan Hojmosc – Unionization and Corporate Social Performance

Frank den Hond, Kathleen Rehbein, Hilde van Lankveld & Douglas Schuler – Exploring the Connections between CSR and CPA

Mika Skippiari & Iiro Christensen – The Evolution of Corporate Market and Nonmarket Strategic Resources in the Early Phase of the Industry Lifecycle: The Case of Outsourcing Business in Finnish Primary Healthcare

Karen Paul – South Africa: Still a Laboratory for Corporate Social Responsibility

Understanding and Adapting to Climate Change (Max Bell 251)

Session Chair: **Jamie Hendry**

Natalie Slawinski – Organizational Responses to Climate Change: Just a Matter of Time

Charles Backman – Adapting to Climate Change: A Cross Sectional Comparison Between North America and European Firms

Christa Walck & Carol MacLennan – Using Environmental History to Understand Sustainability: The Case of Silver City, NM

Discussion Group: Resources Development and Exploitation (Max Bell 150)

Session Chair: **David Deephouse**

Jeremy Snyder & Craig Janes – Exploiting Resources without Exploiting Stakeholders

Percy Garcia & Harrie Vredenberg – The Role of NGOs in Resources Development Policies: A Resource-Based View Perspective

David Detomasi & Scott Carson – Home Country Experience and CSR – The Case of the Canadian Oil & Gas Industry

CSR Initiatives, Directions and Boundaries (PDC 104)

Session Chair: **Marguerite Schneider**

Jennifer Griffin & Aseem Prakash – Corporate Responsibility: Initiatives and Mechanisms

Lutz Preuss – Strategic CSR? Innovative CSR!

Knud Sinding, Mark Sharfman & Philip Peck – Bounding the Corporate Social Responsibility Construct

Symposium: Making Organizations More Sustainable (PDC 201)

James Weber & Gordon Rands – How to Make the Many Organizations in Our Lives More Sustainable: Professional Associations, School Campuses, and Others

Fair Trade Sustainability Case Studies (PDC 202)

Session Chair: **Bryan Husted**

Adina Gray & Andrew Fergus – Stakeholder Awareness and Engagement in Social Enterprises: The Case of Coffee Farmers and the Fair Trade Market

Sarah Bigney, Mark Haggerty & Stephanie Welcomer – Fair Trade's Sustainability: A Case Study of Coffee Producers in Chiapas Mexico

Banff Centre Sense of Place Walking Tour (Meet in PDC Lobby)

Mary Mallott – Get Up Out of Your Seats!! Learn about the Banff Centre History
IABS friends and spouses welcome! Mudproof footwear encouraged!

3:00 - 3:30 PM

Nutribreak (**Max Bell Lobby and PDC**)

3:30 - 5:00 PM

Concurrent Research Presentations

Corporate Financial Performance (Max Bell Auditorium)

Session Chair: **Stephen Brammer**

Patti Collett Miles & Grant Miles – Corporate Social Responsibility and Executive Pay: Does the Relationship between Executive Compensation and Worker Wages Predict Firm Performance

Stephen Brammer & Stephen Pavelin –The Influence of Historical CSP on the CSP – CFP Link: US Evidence

Lutz Preuss & Donna Brown – Human Rights Policies and Corporate Financial Performance: Evidence from UK Corporations

The Role of Environmental Manager (Max Bell 253)

Session Chair: **Scott Carson**

Johanne Grosvold & Frederik Dahlmann – Environmental Management in Times of Crisis:
The Emerging Salience of Environmental Managers

Alfred Marcus, Kathleen Sutcliffe, Susan Cohen & Marc Andersen – Prolonged Gestation and Commitment to an Emerging Organizational Field: Energy Efficiency and Renewable Energy Businesses in Minnesota: 1993-2009

Knud Sinding – Directly Unproductive Responsibility-Seeking

Sustainability Reporting (Max Bell 251)

Session Chair: **Gordon Rands**

Irene Herremans, Jamal Nazari & Laurie Ingraham – The Role of Institutions, Resources and Formal/Informal Systems in Sustainability Reporting

Jamal Nazari & Irene Herremans – Assurance Statements in Sustainability Reports:

Emergence of Dual Reports

Tom Cooper – Sustainability Risk Management – Examining the Incorporation of Sustainability into Enterprise Risk Management

FRIDAY, 03.26.2010

Governance – Compliance, Sentencing and Decision Models (Max Bell 150)

Session Chair: **Lori Verstegen Ryan**

Jessica Dillabough & Frances Bowen – Doing Institutional Work:

Motivations and Outcomes of Creative Sentencing

Michelle Westermann- Behaylo – *The Relationship Between Ethical Climate and Stakeholder Management: Impacts of Rational Decision Making or Sensemaking Models*

Stephanie Bertels, Connie Van der Byl, Frances Bowen & Jessica Dillabough – *Enacting Compliance*

Supply Chain & CSR (PDC 104)

Session Chair: **Andrew Millington**

Adam Adrien-Kirby, Stefan Hoejmose & Stephen Brammer – *Socially and Environmentally Responsible Procurement: A Literature Review and an Agenda for Future Research*

Stefan Hoejmose, Stephen Brammer & Andrew Millington – *The Alignment of Business Strategy and Corporate Social Performance in Global Supply Chains*

Adam Adrien-Kirby, Stephen Brammer & Andrew Millington – *Socially and Environmentally Responsible Procurement: A Conceptual Framework of its Implementation*

Speech and Responsibilities (PDC 201)

Session Chair: **Tara Ceranic**

Loren Falkenberg & Jaana Woiceshyn – *Intersection Between Business Freedom of Speech*

Stephanie Welcomer & Linda Sama – *Incivility in the Workplace: A Cross-Cultural Perspective*

Symposium: Who Speaks for the Trees? (PDC 202)

Ryan Burg, Rob Phillips & Michael Johnson-Cramer – *Deliberative Business Ethics and Environmental Norms*

5:15 PM IABS Business Meeting

All are welcome to attend and participate
(**Max Bell Auditorium**)

7:00 PM PhD Dinner

Graduate Students and Invited IABS hosts (**Meet in PDC lobby**)

Everyone else is on their own for dinner in town or at the Banff Centre

..... Continued

7:00 - 9:00 AM

Breakfast available in the Vistas Dining Room

7:15 - 8:15 AM

PDC Room 104

Business and Society Editorial Board Meeting with Breakfast

8:30 - 10:00 AM

Concurrent Research Presentations

Institutional Analysis of National, Industry, and Firm Cultures (Max Bell Auditorium)

Session Chair: **Stephen Pavelin**

Stephen Brammer & Stephen Pavelin – National Ethical Climates and Country Reputations: An Institutional Analysis

Gabriela Miranda – Home Country, Industry and Firm-level Influences on Corporate Social Performance: An Institutional Perspective

Richard Wokutch – Worker Safety and Health in Auto Industries of the USA, Japan, Korea and China

Alison Minkus & Roy Suddaby – Deconstructing Isomorphism: Assessing the Relative Influence of National and Corporate Culture

Environmental Entrepreneurs (Max Bell 253)

Session Chair: **Monika Winn**

Christa Walck – Can Design Transform Mass Consumer Culture for Environmental Sustainability?

Elena Cavagnaro, Dieuwke Altena & Sarah Seidel – Saving the Commons:

Exploring the Potential Contribution of the Furniture Industry

Geoffrey Archer & Clay Dibrell – Nature's Bounty: Understanding Environmental Entrepreneurship as an Extension of Schumpeterian Supply

Ethics the Commons, and Sustainability (Max Bell 251)

Session Chair: **Jim Weber**

Jim Wishloff – Prophet Making: The Neglected Dimension of Sustainable Development

Paul Godfrey, Michael Hendron & Blake Bishop – Is American Business More Unethical? A Theoretical and Empirical Investigation of Threats to the Commons

Kevin Gibson – The Commons, Sustainability and the Law of the Jungle: Stakeholder Leadership as an Alternative to Tragedy

Discussion Group: Sustainability, What Works? (Max Bell 150)

Session Chair: **Michael Johnson-Cramer**

Nikolay Dentchev – What the Flemish Government Should (Not) do when Simulating Sustainability: Toward Strategy Development

Lawrence Lad – The Food Industry and Sustainability: Identity, Paradox and Myth

Edwin Love & Craig Dunn – Does University Coursework Impact Student Involvement with Social Issues and Business Ethics

Anne Barraquier – Can Sustainable Development Contribute to the Progress of Managerial Ethics? A Longitudinal Study in a French Business School

SATURDAY, 03.27.2010

Discussion Group: Bottom of the Pyramid (PDC 104)

Session Chair: **Krista Bondy**

Bryan Husted – Stakeholder Absorptive Capacity: Sticky Challenges at the Base of the Pyramid

Harry Van Buren III, Shawn Berman & Jeanne Logsdon – When does MNC Involvement Reduce Poverty in Developing Countries? An Exploratory Analysis

Duane Windsor – Corporations and Global Human Rights: Definition, Enforcement, Funding

Workshop: Problem Based Learning as Method (PDC 201)

Craig VanSandt & Jamie Hendry – Problem Based Learning as a Method for Enhancing Student Learning and Social Commitment

Symposium: CSR in Emerging Nations (PDC 202)

Kirk Davidson, Rajat Panwar, & Jiyun Wu – Business and Society and Corporate Social Responsibility in Emerging Nations: China and India

10:00 - 10:30 AM

Nutribreak in (**Max Bell Lobby and PDC**)

10:30 - 12:00 PM Concurrent Research Presentations

Alberta Resources II (Max Bell Auditorium)

Session Chair: **Jeff Thompson**

Lianne Lefsrud & Roy Suddaby – After the Gold Rush: Field Level Structuration of Alberta's Oil Sands Through the definition and valuation of resources

Julia Hui Zhu, Cornelis van Kooten & Amy Sopinka – Impacts of Wind Power Penetration in a Carbon Constrained Model

Nishant Pyasi, Irene Herremans & Cameron Welsh – Developing Resources for Sustainability Performance: The Roles of Values, Beliefs and Motivators

Manely Sharifian – The Five Frames of Multi-Stakeholder Risk

Stakeholder Networks (Max Bell 253)

Session Chair: **Brad Agle**

Robert Boutilier & Leeora Black – Salience in Multi-stakeholder Networks

William Smith – Understanding the "Social License to Operate": The Case of Barrick Mining and the Pascua Lama Project

Wayne Fallon & Gabriela Coronado – Giving Voice to the Environment: NGO Involvement in the Environmental Responsibility of Mining Companies in Australia

Shareholder Activism (Max Bell 251)

Session Chair: **Rob Phillips**

Sara Morris & Trexler Proffitt Jr. – Shareholder Resolutions: A Closer Look at How Investor Activists Select their Targets

Lori Verstegen Ryan – The American Taxpayer as Shareholder: A New Actor in Corporate Governance

Stephen Brammer, Kathleen Rehbein & Jeanne Logsdon – Dynamism in Stakeholder Management: The Case of Shareholder Activism

Kathleen Rehbein, Stephen Brammer & Jeanne Logsdon – How Do Corporate Nonmarket Strategies Shape Corporate Responses to Shareholder Activists

Discussion Group: Evolution of CSR (Max Bell 150)

Session Chair: **Johanne Grosvold**

Colin Higgins & Ben Neville – Understanding Dynamism and Flux in the Ideological Struggle for CSR

John Burton & Luc Audebrand – Toward a Stewardship Theory of Corporate Social Responsibility

Sophia Kusyk – The Intellectual Structure of the Business & Society Academic Discipline: A Bibliometric Study of BS, BEQ, JBE, AMJ Scientific Research, 1958-2008

Employee Identities (PDC 104)

Session Chair: **Karen Paul**

Bernie Williams – Protecting Those Who Protect the Commons: Institutional Stability and Change in Role Identities within the Public Safety Professions

Karl Pajo, Louise Lee & Sarah Tong – Employee-related CSR Practices: An Analysis of Website Disclosures

Kubilay Gok – A Review of Seniority Rule in Human Resource Decisions

Leadership (PDC 202)

Session Chair: **Tim Hargrave**

Michael Elmes – Leadership within the Commons: A Place-based Perspective

Daina Mazutis – Executive Orientation and social strategies

Stelios Zyglidopoulos & Heidi Wechtler – Top Management Team Diversity and Corporate Social Performance

Workshop: Religion in Business and Society Research (PDC 201)

Jeffrey Lenn & Harry Van Buren III

SATURDAY AFTERNOON OPTIONS

- Bus Tour through Bow Valley to Lake Louise: meet for pick up by 12:30 pm in PDC lobby. Tickets required, lunch provided.
- Cross Country Ski Outing at Canmore Nordic Centre: meet at PDC by 12:45 pm
- Shopping in Banff
- Town Shuttle up to the Hot Springs and/or the Banff Gondola: inquire at PDC desk.
- Downhill Skiing at Sunshine Village or Louise: inquire at PDC desk for guidance.
- Box lunch orders: pick up 12:15 – 12:45 in PDC lobby.

SATURDAY, 03.27.2010

SATURDAY EVENING BANQUET Fairmont Banff Springs Hotel

Bus Transportation will leave at **6:15 PM and 6:30 PM** from the Banff Centre and will return by **9:15 PM**. Walking is possible: plan for 20 – 30 minutes one way.

FAIRMONT BANFF SPRINGS HOTEL



7:00 - 9:00 AM

Breakfast available in the Vistas Dining Room

8:30 - 11:00 AM Concurrent Research Presentations

Corporate Governance Workshop VI (Max Bell 150)

Session Chair: **Melissa Baucus & Lori Verstegen Ryan**

Pre-registered participants who have reviewed synopses of corporate governance research projects that were submitted in advance will provide feedback to other pre-registrants. While pre-registered participants focus on these projects, a new group of drop-in visitors can be formed for anyone who wishes to come and discuss their corporate governance research interests.

9:00 - 11:00 AM Concurrent Research Presentations

Employee CSR: Volunteering with Strings attached (Max Bell Auditorium)

Session Chair: **Duane Windsor**

Karl Pajo, Louise Lee – Volunteering for Kid Smart : Employee Perspectives

Paul Caulfield – Employee Volunteerism in the Iron Cage: An Organizational Field Analysis of Isomorphism in Corporate Community Investments

Alberto Willi, Stephen Brammer & Andrew Millington – Corporate Community Involvement in Developing Countries: An Institutional Perspective

Rui Yang, Stephen Brammer & Andrew Millington – Guanxi and Corporate Community Involvement: A Conceptual Model

Critical and Innovative Research Methods (Max Bell 253)

Session Chair: **Bernie Williams**

Terry Porter - A Complexity Management and Research Approach for a Sustainable Commons: Conceptual Framework and Case Study

Joan Ramon Tarradellas & Elisabet Garriga – An Option Pricing Based Model for Sustainability Strategy in Airline Industry in New EU CO2 Emission Legislation

Joel Marcus & Lorne Sulsky – Corporate Actions Propensity: Scale Development and Validation at the Business-Society-Nature Interface

Teaching about Resources (Max Bell 251)

Session Chair: **Kevin Gibson**

Craig Dunn & Jonathan Johnson – The Comedy of the Commons Revisited: Exposing Hobbes through Experiential Learning

Paul Miesing, Linda Krzykowski & Eliot Rich – “Commons” Conundrums: Experiencing Sustainability in an MBA Program

Josetta McLaughlin, Deborah Pavelka & Lisa Amoroso – Money Laundering: Creating a Case for Incorporating Course Content on Preventive and Enforcement Initiatives in the Global Market Space

PROGRAM REVIEWERS

Thank you to all the following people who contributed to the IABS 2010 program by serving as reviewers. Special thanks to Tara Radin who supervised the entire review process.

Emmanuel Abegunrin	David Detomasi	Luis Fernando	Eugene Heath
Mirja Airos	Jonathan Doh	Escobar	Jamie Hendry
Miguel Alzola	Cathy Driscoll	Wayne Fallon	Mark Heuer
Beverlee Anderson	Craig Dunn	Yves Fassin	Vanessa Hill
Daniel Arenas	Paul Dunn	Andy Fergus	Jacqueline Hood
Gustavo Barboza	Ron Duska	Spencer Foster	Marko Horn
Michael Barnett	Tim Edlund	Steve Frankforter	Laurie Ingraham
Anne Barraquier	Dawn Elm	Martin Freedman	Dima Jamali
Melissa Baucus	Heather Elms	Ingrid Fulmer	Marc Jones
Shawn Berman	Luis Fernando Escobar	Jeff Gale	Tom Jones
Cecile Beitit	Wayne Fallon	Deb Gallagher	Timothy Keane
Sara Beynon	Yves Fassin	Virginia Gerde	Deborah Kidder
Leeora Black	Andy Fergus	Kevin Gibson	Denise Kleinrichert
Jean Boddewyn	Spencer Foster	Katherina Glac	Arno Kourula
Krista Bondy	Steve Frankforter	Paul Godfrey	Beverly Kracher
Robert Boutilier	Martin Freedman	Jean Pascal Gond	Johanna Kujala
Frances Bowen	David Detomasi	Maria Goranova	Matias Laine
Mary-Ellen Boyle	Jonathan Doh	Adina Gray	Anne Lawrence
Steve Brammer	Cathy Driscoll	Dan Greening	Louise Lee
Leonard Brooks	Craig Dunn	Michelle Greenwood	Jeff Lenn
Jill Brown	Paul Dunn	Jenn Griffin	Helen Lewis
Ann Buchholtz	Ron Duska	Ingrid Fulmer	Matthew Liao-Troth
Ryan Burg	Tim Edlund	Jeff Gale	Barrie Litzky
John Burton	Dawn Elm	Deb Gallagher	Jeanne Logsdon
Brian Burton	Heather Elms	Virginia Gerde	Celine Louche
Ken Butcher	Luis Fernando Escobar	Kevin Gibson	Charlice Hurst
Kenneth Butterfield	Wayne Fallon	Katherina Glac	Bryan Husted
Jerry Calton	Yves Fassin	Paul Godfrey	Johanne Grosvold
Scott Carson	Andy Fergus	Jean Pascal Gond	Terrance Guay
Elena Cavagnaro	Spencer Foster	Maria Goranova	Franciso Guzman
Tara Ceranic	Steve Frankforter	Adina Gray	Tim Hargrave
Stephen Childers	Martin Freedman	Dan Greening	Jared Harris
Sandra Christensen	Ingrid Fulmer	Michelle Greenwood	Howard Harris
Athanasios Chymes	David Detomasi	Jenn Griffin	David Hart
Joanne Ciulla	Jonathan Doh	Johanne Grosvold	Nancy Hauserman
Denis Collins	Cathy Driscoll	Terrance Guay	Sefa Hayibor
Kirk Davidson	Craig Dunn	Franciso Guzman	Eugene Heath
Frank de Bakker	Paul Dunn	Tim Hargrave	Jamie Hendry
David Deephouse	Ron Duska	Jared Harris	Mark Heuer
Richard DeGeorge	Tim Edlund	Howard Harris	Vanessa Hill
Frank den Hond	Dawn Elm	David Hart	Jacqueline Hood
Nikolay Dentchev	Heather Elms	Nancy Hauserman	Marko Horn
		Sefa Hayibor	



Charlice Hurst
Bryan Husted
Tyron Love
Dean Ludwig
Gerri Luke
John Mahon
Hannele Mäkelä
Mary Mallott
Alfie Marcus
Richard Marens
Bill Martello
Jim Mattingly
Richard McGowan
Josetta McLaughlin
Samuel Mercier
Andrew Millington
Barry Mitnick
Ivan Monteil
Robert Moorman
Lars Moratis
Sara Morris
Ben Neville
Lisa Newton
Jennifer Oetzel
Guido Palazzo
Rajat Panwar
Jean Pasquero
Karen Paul
Steve Pavelin
Ramon Paz-Vega
Irene Perrin
Joseph Petrick
Rob Phillips
Terry Porter
Lutz Preuss
Trexler Proffitt
Sandra Rahman
Gordon Rands
Paula Rechner
Kathy Rehbein
Barbara Ribbens
Terri Rittenburg

Linda Rodriguez
Kate Rogers
Ron Roman
Lori Ryan
David Saiia
Linda Sama
Adele Santana
Donald Schepers
Marguerite Schneider
Doug Schuler
William Schulze
Catherine Schwoerer
Libby Scott
Davide Secchi
Arthur Shacklock
Mark Sharfman
Sanjay Sharma
Peter Sheldon
Mika Skippari
Bill Smith
Jeremy Snyder
Mark Starik
Kelly Strong
Wendy Stubbs
Jack Suyderhoud
C. Helen Takacs
Tom Thomas
Lindsay Thompson
Jeff Thompson
Sandra Trejos
Bilge Uyan
Carmen Valor
Harry Van Buren
David Wasieleski
Jim Weber
Stefanie Welcomer
Ben Wempe
Patricia Werhane
Michelle Westermann-Behaylo
Thomas White
Cynthia Williams
Duane Windsor

Monika Winn
Jim Wishloff
Rich Wokutch
Jiyun Wu
Julia Zhu
Stelios Zyglidopoulos

IABS Banff Conference Participant EMail List

Adrien Kirby, Adam a.j.adrien-kirby@bath.ac.uk
Agle, Bradley bradagle@byu.edu
Archer, Geoffrey geoff.archer@royalroads.ca
Backman, Charles cabackma@ucalgary.ca
Bailey, Adam adam.d.bailey@gmail.com
Barraquier, Anne anne.barraquier@ceram.fr
Baucus, Melissa m.baucus@louisville.edu
Berman, Shawn sberman@unm.edu
Bertels, Stephanie stephanie_bertels@sfu.ca
Bigney, Sarah sarah.bigney@gmail.com
Bondy, Krista k.bondy@bath.ac.uk
Boutilier, Robert r_boutilier@shaw.ca
Bowen, Frances fbowen@ucalgary.ca
Brammer, Stephen mnsjab@management.bath.ac.uk
Burg, Ryan burg@wharton.upenn.edu
Burton, John john.burton@ubc.ca
Carson, Scott scarson@business.queensu.ca
Caulfield, Pauk pac25@management.bath.ac.uk
Cavagnaro, Elena elena.cavagnaro@stenden.com
Ceranic, Tara tara@sandiego.edu
Cleland, Jacqui jacqui.cleland@nzpost.co.nz
Collett, Patti patti.collett@maine.edu
Cooper, Tom tcooper@mun.ca
Davidson, Kirk davidson@msmary.edu
Deephouse, David david.deephouse@ualberta.ca
den Hond, Frank f.den.hond@fsw.vu.nl
den Nieuwenboer, Niki niki.den.nieuwenboer@gmail.com
Dentchev, Nikolay nikolay.dentchev@gmail.com
Derry, Robbin robbin.derry@uleth.ca
Detomasi, David ddetomasi@business.queensu.ca
Dillabough, Jessica jdillabo@ucalgary.ca
Dunn, Craig craig.dunn@wwu.edu
Elmes, Michael mbelmes@wpi.edu
Escobar, Luis Fernando luis.escobar@uleth.ca
Ewart, Tom tewart@nbs.net
Falkenberg, Loren falkenbe@ucalgary.ca
Fallon, Wayne w.fallon@uws.edu.au
Frank, Kristal kristal.frank@uleth.ca
Gaa, Jim JGaa@bus.ualberta.ca
Garcia, Percy pgarcia@ucalgary.ca
Gibson, Kevin kevin.gibson@marquette.edu
Godfrey, Paul paul_godfrey@byu.edu
Gok, Kubilay kubilay.gok@uleth.ca
Gray, Adina agray@tru.ca
Griffin, Jennifer jgriffin@gwu.edu
Grosvold, Johanne J.Grosvold@bath.ac.uk
Halter, Gaylene pridham@ualberta.ca
Hargrave, Tim thargrave@uwb.edu
Hart, David davidhart@byu.edu
Hendry, Jamie jhendry@bucknell.edu
Herremans, Irene irene.herremans@haskayne.ucalgary.ca
Higgins, Colin colin.higgins@vu.edu.au
Hill, Vanessa vanessa.hill@louisiana.edu
Hoejmose, Stefan S.U.Hoejmose@bath.ac.uk
Husted, Bryan bhusted@schulich.yorku.ca
Ingraham, Laurie lingraham1@shaw.ca
Kilgour, Maureen mkilgour@ustboniface.mb.ca
Krzykowski, Linda LKrzykowski@uamail.albany.edu
Kusyk, Sophia skusyk@iese.edu
Lad, Lawrence llad@butler.edu
Lee, Louise l.lee@massey.ac.nz
Lefsrud, Lianne lefsrud@ualberta.ca
Lenn, Jeffrey djlenn@gwu.edu
Maas, Kase maas@ese.eur.nl
Mallott, Mary mary.mallott@gmail.com
Marcus, Alfred amarcus@umn.edu
Marcus, Joel jmarcus@wlu.ca
Mazutis, Daina dmazutis@ivey.uwo.ca
McCormick, Cam cammccormick@gmail.com
McLaughlin, Gerald gmclaugh@depaul.edu
McLaughlin, Joseetta jmclaugh@roosevelt.edu
Miesing, Paul paul.miesing@albany.edu
Miles, Grant miles@unt.edu
Millington, Andrew mnsaim@management.bath.ac.uk
Minkus, Alison aminkus@ualberta.ca
Miranda, Gabriela gabicidade@gmail.com
Misutka, Patricia Misutka@ualberta.ca
Mitchell, Ron ronald.mitchell@ttu.edu
Morris, Sarah smorris@odu.edu
Nazari, Jamal jamal.nazari@haskayne.ucalgary.ca
Neville, Ben banevi@unimelb.edu.au
Pajo, Karl k.b.Pajo@massey.ac.nz

Paul, Karen karenkpaul@gmail.com
 Pavelin, Stephen s.pavelin@reading.ac.uk
 Phillips, Rob rphill3@richmond.edu
 Porter, Terry terry.porter@maine.edu
 Preuss, Lutz Lutz.Preuss@rhul.ac.uk
 Pyasi, Nishant npyasi@ucalgary.ca
 Rands, Gordon gp-rands@wiu.edu
 Rehbein, Kathleen kathleen.rehbein@marquette.edu
 Rodela, Kim kimrodela@iabs.net
 Ryan, Lori lori.ryan@sdsu.edu
 Schneider, Marguerite mschneid@adm.njit.edu
 Schulze, William william.schulze@business.utah.edu
 Scott, Elisabeth scotte@easternct.edu
 Sexty, Robert rsexty@mun.ca
 Shabana, Kareem kshabana@iuk.edu
 Sharifian, Manely manely@ualberta.ca
 Sharma, Sanjay ssharma@jmsb.concordia.ca
 Shrivastava, Paul Spaul.shri@gmail.com
 Sinding, Knud ksi@sam.sdu.dk
 Skippari, Mika mika.skippari@hse.fi
 Slawinski, Natalie nslawinski@mun.ca
 Smith, William wsmith@towson.edu
 Snyder, Jeremy jcs12@sfu.ca
 Tao, Pei pt231@bath.ac.uk
 Tarradellas, Joan Ramon iberasategui@eada.edu
 Taylor, Steven sst@wpi.edu
 Thompson, Jeff jeff_thompson@byu.edu
 Van Buren III, Harry vanburen@mgt.unm.edu
 Van der Byl, Connie connie.vanderbyl@haskayne.ucalgary.ca
 VanSandt, Craig craigvansandt@augustana.edu
 Walck, Christa cwalck@mtu.edu
 Weber, James weberj@duq.edu
 Wechtler, Heidi heidi_wechtler@yahoo.fr
 Welcomer, Stephanie welcomer@maine.edu
 Welsh, Cameron cameron@treadsoftlycanada.com
 Wempe, Ben bwempe@rsm.nl
 Westermann-Behaylo, Michelle westerma@american.edu
 Willi, Alberto A.Willi@bath.ac.uk
 Williams, B. E. b.williams@uleth.ca
 Windsor, Duane odw@rice.edu
 Winn, Monika miwinn@uvic.ca
 Wishloff, Jim jim.wishloff@uleth.ca
 Woiceshyn, Jaana woiceshy@ucalgary.ca
 Wokutch, Richard wokutch@vt.edu
 Yang, Rui ry219@bath.ac.uk
 Youndt, Mark myoundt@skidmore.edu
 Zhu, Julia Hui hjzhu@ucalgary.ca
 Zyglidopoulos, Stelios szyglidopoulos@yahoo.com

