



"Making the Invisible Visible in Business and Society Research"

Hong Kong SAR, China • YMCA Salisbury

June 6 – 10, 2018

# Thanks to the sponsors of IABS 2018!



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The Institute for Ethics in Business at Duquesne University's Palumbo Donahue School of Business, for its sponsorship of the doctoral student/junior faculty consortium

#### Welcome from the 2018 IABS Conference Chair

I'm so glad you're here for the 29<sup>th</sup> International Association for Business & Society Conference. When I was elected conference chair two years ago, I was asked to bring IABS to Asia for the first time. The program this year has an exciting mix of topics and sessions. The theme—Making the Invisible Visible in Business & Society Research—was meant to get us to think collectively as a field about the topics, stakeholders, and research paradigms that represent new opportunities for business & society scholarship. I hope you will find our time together to be stimulating and inspiring. This year's conference has benefitted from the generous sponsorship of Brigham Young University (general conference support), Deakin University (general conference support), and Duquesne's Institute for Ethics in Business (support for the doctoral student/junior faculty consortium).

For those of you who are new to IABS, welcome! And for those of you who aren't new to IABS, welcome back! Take the opportunity to meet up with old friends and make new ones.

This program includes all of the conference events from June 6 to 10. There are two big social events open to all, and additional information about both is available in your folders:

- The opening reception at the Hong Kong Maritime Museum will be on Thursday night from 6:30-9:30 pm, during which time the Symphony of Lights show will be visible from the museum viewing gallery. Take the Star Ferry from the dedicated Tsim Sha Tsui Pier for the Star Ferry to Central and turn left for the museum.
- The Saturday night excursion and dinner will be held on Lamma Island. We're chartering a boat, visiting a traditional fishing museum, and enjoying a dinner outside. Be ready to leave from Tsim Sha Tsui Public Pier No. 5 at 5:00 pm!

And, if you're on social media, post pictures, comments, and anything else to the IABS Facebook page and also tweet using the #IABS2018 hashtag!

On the schedule, rooms with names are on the third floor of the South Tower of the YMCA Salisbury (except the Grand Assembly Hall rooms, which are on the fourth floor in the North Tower) and those with numbers are on the fourth floor of the South Tower. Registration will be in the third-floor lobby on Thursday and in Room 5 on Friday and Saturday.

Thanks to everyone who has contributed to making this conference a reality. Enjoy the wonderful city of Hong Kong!

Harry Van Buren University of New Mexico

### Wednesday, June 6<sup>th</sup>

Time	Session Name	Location
13:00-17:00	Doctoral Student/Junior Faculty Consortium (prior registration required)	Thornton & Huthart I
18:30-20:30	Doctoral Student/Junior Faculty Consortium Dinner	Meet in the lobby of the YMCA
	(prior registration required)	Salisbury at 18:30

### Thursday, June 7<sup>th</sup>

Time	Session Name	Location
08:00-09:00	Breakfast for the IABS Board and Doctoral	Huthart II and President's
	Student/Junior Faculty Consortium	
08:00-09:00	IABS Executive Committee	Founder's
09:00-15:00	Doctoral Student/Junior Faculty Consortium (prior	Thornton & Huthart I
	registration required)	
09:00-12:00	IABS Board Meeting	Founder's
13:00-17:00	Conference Registration	3 <sup>rd</sup> floor lobby
18:30-21:30	Opening Reception (offsite)	Hong Kong Maritime Museum
		(take the Star Ferry from Tsim
		Sha Tsui to Central and turn
		left; the museum will be visible
		from the ferry)

#### Friday, June 8th

Time	Session Name and Presenters	Location and Chair(s)
07:30-9:00	Business & Society Editorial Board Meeting (by	Grand Assembly Hall II
	invitation)	
08:00-17:00	Conference Registration	5
09:00-10:30	Workshop: New Perspectives on Bottom of the	Thornton
	Pyramid Strategies	Nikolay Dentchev
09:00-10:30	Paper Session: Country Studies of CSR	Huthart I
	"Collide or Collaborate: The Interplay of Competing	Ian Dunham
	Logics and Institutional Work in Cross-Sector	
	Social Partnerships in China." Juelin Yin and	
	Dima Jamali.	
	"Do Firm Motivations Matter for CSR Awareness?	
	New Evidence from a French Survey." Gwenael	
	Roudaut.	
	"At the Junction of Different Worlds: The	
	Sensemaking Process of Corporate Responsibility	
	Managers in Japan." Enrico Fontana.	

09:00-10:30	Paper Session: Stakeholders: Engagement, Fragmentation, and Identification  "Stakeholder Identification and Salience: Twenty Years." Logan Bryan, Brad Agle, Ron Mitchell, and Donna Wood.  "A Typology of Stakeholder Engagement Practices." Daniel Laude, Sybille Sachs, and Antoinette Weibel.  "The Dangers of Stakeholder Fragmentation." Stelios Zyglidopoulos.	Huthart II Michael Johnson-Cramer
09:00-10:30	Paper Session: B&S in Management Education  "The Drivers of Sustainability Talk-Action Misalignment: Organizational Hypocrisy at Business Schools with Good Intentions." Annie Snelson-Powell, Johanne Grosvold, and Andrew Millington.  "Making the Invisible Visible: Impact Assessment in Higher Education." Florian Findler, Norma Schönherr, Rodrigo Lozano, and Barbara Stacherl.  "Gendering Sustainability in Management Education: Pedagogy as a Space for Critical Engagement." Jorge Arevalo.	President's Natalia Vidal
09:00-10:30	Paper Session: Qualitative Studies of CSR  "The Discursive Construction of Stakeholder Identity." Pamela Dillon, Jeffrey Gauthier, and Sinead Ruane.  "SMEs and Identity Orientation." Pamala Dillon and Jacqueline Cafaro.  "To Be Dominant or Not, That Depends: Two Cooperative Modes Adopted to Create Shared Value Through Corporate Community Involvement." Juan Liu, Zhilong Tian, and Rich Wokutch.	Founder's Heather Elms
09:00-10:30	Discussion Session: Challenges in the Employment Relationship  "Stable and Precarious: The Organisation and Experience of Work in BOP Development Programmes." Kate Roll.  "Toxic Masculinities and Gender (In)Equality: The Case of Global Value Chains." Lauren McCarthy.  "The Role of Off-duty Laudatory Conduct in Employment Decisions." Vikram Bhargava.	1 and 2 Ben Neville

00.00.40.00	C	2 14
09:00-10:30	Symposium: Open Mic SIX: Critical Thinking – A	3 and 4
	Forum for Discussing How Our Teaching Can Make	Tara Ceranic Salinas, Judith
	the Invisible Visible in Business & Society Courses	Schrempf-Stirling, and Craig
		Dunn
10:30-10:45	Coffee Break	3 <sup>rd</sup> floor foyer
10:45-12:15	Workshop: Bottom of the Pyramid (cont.)	Thornton
		Nikolay Dentchev
10:45-12:15	Innovative Session: Business and Human Rights:	Huthart I
	Theoretical Premises and Empirical Evidence	Michelle Westermann-Behaylo
	Kathleen Rehbein, Judith Schrempf-Stirling, Michelle	
	Westermann-Behaylo, Annie Snelson-Powell, Lutz	
	Preuss, Heather Elms, and Michael Johnson-	
	Cramer.	
10:45-12:15	Paper Session: Quantitative Studies of CSR	Huthart II
	"Double-sided Institutionalization of CSR in	Wayne Eastman
	Controversial Industries." Alfonso Siano, Agostino	•
	Vollero, Domenico Sardanelli, and Francesca	
	Conte.	
	"Examining the Influence of Corporate Social	
	Responsibility on Employees: A Meta-Analytic	
	Investigation of Mediating Mechanisms." Chuang	
	Wu, Xiaoping Zhao and Zucheng Zhou.	
	"The Insurance Case of Corporate Social	
	Responsibility (CSR): Is Ambivalence the Key?"	
	Zhifeng Chen and Haiming Hang.	
10:45-12:15	Paper Session: B Corporations and Social	President's
	Entrepreneurship	Nathalia Franco
	"Social Entrepreneurship as a New Institution for	
	Wellbeing: A View from the HIV/AIDS Sector."	
	Yanto Chandra and Liang Shang.	
	"Ethical Considerations Surrounding B Corp and	
	Benefit Corporation Status." Lori Verstegen Ryan.	
	"Examining the Role of Employee and Environmental	
	Management Practices on Environmental	
	Performance: The Case of B Corporations." Anne-	
	Laure Winkler, Florencio Portocarrero, and Ivan	
	Montiel.	
	Monde.	

10:45-12:15	Paper Session: CSR and Corporate Governance	Founder's
	"Bringing Community Inside the Boardroom: A	Johanne Grosvold
	Successful Strategy to Earn Social License." Divya	
	Bhutiani and Padmakumar Nair.	
	"Play to Win or Don't Play at All: Investor Response	
	to CSR Recognition." Ben Lewis and Chad Carlos.	
	"CEO Ambivalence and Corproate Social	
	Performance." Tobias Hahn and Ralf Barkemeyer.	
10:45-12:15	Innovative Session: Advancing Cutting Edge Ideas III	1 and 2
	"Roboempathy." Craig Dunn.	Colin Higgins
	"Social Responsibility for Subjective Well-being: An	
	Exploratory Study." Austin Chia.	
	"The Employee's Attribution of Corporate Social	
	Responsibility (CSR) of a Firm: The Moderating	
	, , , , ,	
	Role of Organizational CSR Climate." Ji-Wei Lin,	
	Nien-Chi Liu, and Yi-Ting Lin.	
	"The Potential of Critical Realism to Explore Situated	
	Moral Agency Within Corporate Governance."	
	Marcos Tabacow.	
	"How Do We Stop Long Working Hours?" Joji	
	Nakaya.	
10:45-12:15	Discussion Session: The Dark Side of Business	3 and 4
	Behavior	Mette Morsing
	"How Have Banks Performed Institutional	
	Maintenance Work in their CSR/Annual Reports to	
	Address Their Responsibility for the Financial	
	Crisis?" Irene Pollach, Carmen Maier, and Silvia	
	Ravazzani.	
	"Diffusion of Questionable Organizational Practices."	
	Yoo Na Youm, Anu Phene, and Jennifer Griffin.	
	"Examining the Volkswagon Emissions Scandal	
	Through the ISO Lens." Daniel Jacobs.	
	"Responsible Capitalism: Legal Tax Liability	
	Minimization versus Socially Responsible Tax."	
	Duane Windsor.	
	"Corporate Misconduct and Comorbidity: A	
	Pathological View of Corporate Wrongdoing." Vijay	
	Sampath, Naomi Gardberg and Noushi Rahman.	
12:30-14:00	Sampath, Naomi Gardberg and Noushi Rahman. Lunch	Grand Assembly Hall
		Grand Assembly Hall
14:00-15:30	Workshop: Historic Corporate Responsibility: Extent,	Huthart II
44.00.45.00	Limits, and Consequences	Robert Phillips
14:00-15:30	Symposium: Sustainability in Management	President's
	Education: Addressing Research on Reported	Raquel Antonin-Lopez
	Impacts of Integration	Jorge Arevalo
		Ivan Montiel

14:00-15:30	Paper Session: Communicating with External Constituencies  "Financial Analyst Coverage and Corporate Social Performance: Evidence from Natural Experiments." Cuili Qian, Louise Yi Lu and Yagnxin Yu.  "Corporate Scandals: Firm Response Strategies and Media Coverage." Lutz Preuss, Ralf Barkemeyer, Olivier Gergaud and Christophe Faugere.  "Political Agency and the Role of Discursive Opportunity in Public Issue Framing Contests." Isla Farley, Robert Caruana and Sareh Pouryousefi.	Founder's Michelle Westermann-Behaylo
14:00-15:30	Discussion Session: Frontier Topics in CSR	1 and 2
14.00 13.30	"Business and (Creative) Society." Michael Johnson- Cramer.	Michael Ekema-Agbaw
	"Hypocrisy, Cynicism, and Non-Limited Altruism	
	Needs." Duane Windsor.	
	"Corporate Social Responsibility and Top  Management Team Compensation: A Study of	
	Shareholder Voting Behavior." Ryan Fehr, Abhinav	
	Gupta and Cristiano Guarana.	
	"Building Ecosystems in Support of Social	
	Entrepreneurs." Abel Diaz Gonzalez, Nikolay	
	Dentchev and Edgar Izquierdo.	
14:00-15:30	Paper Session: Cutting-edge Ideas in B&S	3 and 4
	"Scientific Management, HRM, and Hypocrisy: When	Elli Meleti
	Rhetoric Masks the Reality of Employment." Harry	
	Van Buren and Vanessa Hill.	
	"Constituting Corporate Political Ties: Investigating	
	Former Government Officials as Corporate	
	Directors." Mika Skippari.	
	"Mindfulness and Management in the Corporate	
	Context: A Systematic Literature Review." Coralie	
	Verdenne, Paul Rouvelin, Julie Bayle-Cordier and	
15.20 15.45	Azadeh Savoli.  Coffee Break	2rd floor fovor
15:30-15:45 15:45-17:00		3rd floor foyer Thornton and Huthart I
13.43-17.00	IABS Business Meeting	Brad Agle
18:00-21:00	Doctoral Students/Fellows/Board Dinner (by	Gaylord Indian Restaurant (1/F,
	invitation)	Ashley Centre, 23-25 Ashley
		Road; meet in the YMCA lobby
		at 18:00)

### Saturday, June 9<sup>th</sup>

Time	Session Name and Presenters	Location and Chair(s)
07:30-9:00	IABS Fellows Meeting (by invitation)	Salisbury Dining Room (4th
	(a)	floor, South Tower)
08:00-12:30	Conference Registration	5
09:00-10:30	Paper Session: Issues Affecting Non-profit	Thornton
00.00 20.00	Organizations	Naomi Gardberg
	"Between Stewarding and Self-fortification: Founder	
	Motivations in the Non-profit Sector." Susanna	
	Kislenko.	
	"Earned Income: The Secret to Success for the	
	Nonprofit Seeking Financial Sustainability?"	
	Kimberly Reeve.	
	"Towards a Deeper Understanding of Changing	
	Meaning of Heritage Identity: The Case of a	
	Nonprofit Rebrand." Zoe Lee.	
09:00-10:30	Paper Session: Teaching in B&S	Huthart I
	"Pondering the Cultural Impact of Reading	Sarah Glozer
	Perception and Practice." Geoffrey Desa and Tara	
	Ceranic Salinas.	
	"Taking Stock of Corporate Social Responsibility	
	Teaching and Research in Central and Eastern	
	Europe." Lutz Preuss and Heather Elms.	
	"Responsible Management Education: The Business	
	Students' Perspective." Debbie Haski-Leventhal.	
09:00-10:30	Paper Session: Bad and Corrupt Corporate Behavior	Huthart II
	"The Ethics of Corporate Espionage." Paul Dunn.	Jared Peifer
	"The Impact of Formal and Informal Social Capital on	
	Corruption." Douglas Gunn, Stelios Zyglidopoulos	
	and Adina Dudeau.	
	"Playing the Game: Unpacking the Rationale for	
	Organizational Corruption in MNCs." Stelios	
	Zyglidopoulos and Marleen Dieleman.	
09:00-10:30	Paper Session: Businesses and the Creation of	President's
	Community Benefits	Judith Schrempf-Stirling
	"Toward Mutually Beneficial Business-Society	
	Interactions: Relations as Resources." Naomi	
	Wakayama.	
	"Forgotten Landscapes of Financial Exclusion: A	
	Geographic Analysis of Banking Deserts and the	
	Two-Tiered Financial Service System." Ian Dunham.	
	"The New Development Agents: An Analysis of	
	North-South CSR Partnerships." Anne Vestergaard,	
	Luisa Murphy, Mette Morsing and Thilde	
	Langevang.	

### Saturday, June 9th continued

09:00-10:30	Paper Session: New Perspectives on Corporate	Founder's
05.00 10.50	Governance	Lori Ryan
	"Intragroup Transactions, Corporate Governance,	Lon Nyan
	and Corporate Philanthropy in Korean Business	
	Groups." Wonyong Oh, Youngkyun Chang,	
	Gyeonghwan Lee and Jeongil Seo.	
	"Business and Inequality: An Ethical and Policy	
	Assessment of Dodd-Frank Provisions and Other	
	Global Policy Initiatives." John Holcomb.	
	"Stakeholder Economies of Scope." Doug Bosse.	
09:00-10:30	Discussion Session: Sustainability & Education	1 and 2
	"Drivers and Enablers Behind a Transition Towards a	Karen Maas
	Circular Economy: A Case Study of Nepal." Alisha	
	Tuladhar and Dr. Steve Cayzer.	
	"How Can We Visibly Assess Sustainability Learning	
	in Management Education?" Patricia Kanashiro	
	and Edson Sadao.	
	"NGO Activism, Legitimacy and Shareholder Value."	
	Qian Li, Colin Mayer and Andreas Hoepner.	
	"Building an Understanding of the Sustainability	
	Mindset in Practice: Making the Invisible Visible."	
	Susan Kirby and Eric Kirby.	
09:00-10:30	Workshop: The Second Business and Human Rights	3 and 4
	Manuscript Workshop	Kathleen Rehbein, Michelle
		Westermann-Behaylo, Judith
		Schrempf-Stirling and Annie
		Snelson-Powell
10:30-11:00	Coffee Break	3 <sup>rd</sup> floor foyer
11:00-12:30	Paper Session: Responding to the External	Thornton
	Environment	Zoe Lee
	"The Effect of Corporate Responsibility Coalitions on	
	the Clean Energy Performance of Firms." Natalia	
	Vidal and David Cavazos.	
	"Invisible Barriers to Success: Decoupling Risk and	
	Structural Variation in International Accountability	
	Standards." Norma Schönherr, Florian Findler,	
	Heike Vogel-Pöschl and André Martinuzzi.	
	"Is the Market Perceived to be Civilizing or	
	Destructive? Scientists' Values and their Attitudes	
	towards Patents." Jared Peifer, David Johnson and	
	Elaine Ecklund.	
	Liaille LUNIUIIU.	

### Saturday, June 9th continued

11:00-12:30	Workshop: Making the Invisible Visible – Measuring	Huthart I
	and Assessing Impacts of Organizational Action	Jennifer Griffin and Karen Maas
11:00-12:30	Paper Session: Corporate Political Strategy	Huthart II
	"Corporate Political Sustainability Leadership:	Mika Skippari
	Definition, Management, Governance." Ben	
	Neville.	
	"The Democratic Deficit in Political Corporate Social	
	Responsibility: A Dynamic Multi-Level	
	Phenomenon." Jennifer Goodman and Jukka	
	Mäkinen.	
	"Historical Framing of Social Inequality and	
	Businesses' Responses: A Historical Study on Labor	
	Immigration into Switzerland, 1945-1975."	
	Christian Stutz.	
11:00-12:30	Paper Session: Diversity and Inclusion	President's
	"How Can Work-integration Social Enterprise	Patricia Kanashiro
	Contribute to Social Work Practices: An	
	Exploratory Study in the Disability Sector." Liang	
	Shang and Yanto Chandra.	
	"Diversity and Inclusion: Exploring Factors Related to	
	Graduate Business Student Retention and	
	success." Kimberly Reeve, Dami Kabiawu, Alison	
	Knight and Stephanie Naudin.	
	"To Sign or Not to Sign: Revealing the Oligopolistic	
	Nature of the Music Industry and How Major	
	Labels Unethically Exploit the Ignorance of	
	Inexperienced New Artists." Stan Renard and Pepe	
11:00-12:30	Lee Chang.	Founder's
11:00-12:30	Paper Session: Environmental Management Systems	
	and Responsible Innovation	Ivan Montiel
	"Why Are Firms Decertifying the Environmental Management Systems?" Ivan Montiel, Natalia	
	Ortiz-De-Mandojana and Raquel Antolin-Lopez.	
	"Commitment Strategies for Responsible	
	Innovation." Stefan Hielscher and Kostas latridis.	
	minovation. Steran meistrier and Nostas fathuis.	

### Saturday, June 9th continued

11:00-12:30	Discussion Session: Country Studies of CSR	1 and 2
	"Government v Environment? Reciprocal Lessons	Rajat Panwar
	from China and the United States." Stella Hua and	
	Craig Dunn.	
	"Rethinking CSR Disclosure with Evolutionary	
	Perspective: An Empirical Study of Taiwanese	
	Publicly-Traded Companies" Chia-Hao Ho and	
	Nien-Chi Liu.	
	"The Evolution of B Corps in Latin America: A	
	Legitimate Transition?" Nathalia Franco.	
	"The Extent of CSR Information Disclosure	
	Duplication in Malaysian Corporate Reporting."	
	Kim Len Yap and Huey Jiuan Yan.	
12:30-14:59	Free time: Enjoy Hong Kong!	
17:00-20:00	Saturday Excursion and Dinner on Lamma Island	Be ready to leave from Tsim
	(offsite)	Sha Tsui Public Pier No. 5 at
		17:00

### Sunday, June 10<sup>th</sup>

Time	Session Name and Presenters	Location and Chair(s)
09:00-10:30	Workshop: CSR & Employee Engagement Handbook	Thornton
		Debbie Haski-Leventhal
09:00-10:30	Paper Session: Social Entrepreneurship and Impact	Huthart I
	"Values and Scaling Social Impact of Social	Abha Chatterjee
	Enterprises: A Qualitative Research." Philippe	
	Eiselein and Nikolay Dentchev.	
	"The Social Enterprise (SE) as a New Model of	
	Sustainable Development: A Computational	
	Linguistics Analysis of SE Development Narratives."	
	Yanto Chandra.	
	"Post-disaster Social Entrepreneurship: An Extreme	
	Effectuation Perspective." Arnil Paras and Dr.	
	Yanto Chandra.	
09:00-10:30	Paper Session: Making Business Work for People	Huthart II
	"Business and Human Rights: Toward an	Michael Barnett
	Institutional Account." Michael Johnson-Cramer.	
	"The Role of the Firm in Creating Income Inequality."	
	Bryan Husted, Andrew Crane and Irene Henriques.	
	"Human Sustainability: How Organizations Ought to	
	Treat Employees and Why." Elli Meleti.	

## Sunday, June 10<sup>th</sup> continued

09:00-10:30	Paper Session: Communication & Competitiveness in Sustainability  "Exploring Legitimacy-seeking Strategies through CSR Communication: A Comparison among North American, European and Asian Firms." Agostino Vollero, Juelin Yin and Alfonso Siano.  "Interdisciplinary Perspectives on the Links between Environmental Governance and Competitiveness." Jennifer Deboer and Rajat Panwar.  "Interdisciplinary Imagination: Building Sustainability Bridges through Communication." Sarah Glozer, Anica Zeyen, Gabriela Gutierrez-Huerter O and Eleanor Hadley Kershaw.	President's Lauren McCarthy
09:00-10:30	Workshop: Corporate Governance Research	Founder's
	Workshop XIV	Lori Ryan
10:30-11:00	Coffee Break	3 <sup>rd</sup> floor foyer
11:00-12:30	Paper Session: Regulation and Self-regulation  "It Ain't Easy Becoming Greener: Shifting Attention toward Further Improvements in Corporate Environmental Performance." Alberto Aragon, Natalia Ortiz and Michael Barnett.  "Co-Evolution of Institutions and Ideas in Self- Regulation: Insights from the Civil Society Initiative 'Accountable Now.'" Stefan Hielscher, Jan Winkin and Ingo Pies.  "CSR Regulation and Firm Value." Rajat Panwar and Vivek Pandey.	Huthart I Duane Windsor
11:00-12:30	Paper Session: CSR Communications Strategies  "Managing Communication for Mandatory CSR: Evidences from India." Abha Chatterjee, Rihana Shaik and Swati Ghulyani.  "Do Well, Do Good, and Know Your Audience: The Importance of CSR Framing." Tejvir Sekhon, Edwin Love and Tara Ceranic Salinas.  "Strategies for Social and Environmental Disclosure: The Case of Multinational Gambling Companies." Tiffany C. H. Leung and Robin Stanley Snell.	Huthart II Ben Lewis
11:00-12:30	Paper Session: Stakeholder Activism  "Inactive Because I Care: Context, Care and Boycott Inaction." Ju Nah Tan.  "Understanding Social Activism: What Role Do Online Petitions Play?" Kathleen Rehbein, Michelle Westermann-Behaylo and Elise Perrault.  "Boycott v Buycott: Marginalization and Voice."  Naomi Gardberg, Romi Kher and Michael Ekema-Agbaw.	President's Stelios Zyglidopoulos

## Sunday, June 10<sup>th</sup> continued

11:00-12:30	Workshop: Corporate Governance Research	Founder's
	Workshop XIV (continued)	Lori Ryan

End of the IABS 2018 Conference See you next year in San Diego!