



THE SOCIETY FOR BUSINESS ETHICS NEWSLETTER

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Report from the Executive Director

Jeff Frooman

University of New Brunswick, Canada

We have just completed a wonderful conference in San Antonio, Texas. Thoughtful papers followed by thoughtful comments followed by drinks and conversation were the order of the day. The conference was the work of Denis Arnold, who was our Program Chair this past year. It was through Denis' hard work that papers were received, sent back out for review, and then organized into the well-attended sessions at the conference. So let me thank Denis for his hard work and congratulate him on our successful meeting.

Next Year's Meeting: In August of 2012, we'll be meeting in Boston. The Board has decided to lengthen the conference slightly, so that in terms of duration it will be back to the two-and-a-half days that was our tradition until a couple of years ago. This will open up the schedule a bit so that there can be more plenary sessions and less need to run four paper sessions concurrently. Therefore, next year's meeting will start early in the afternoon of Friday, August 3rd, and end with Sunday evening's reception, August 5th. (Of course there will still be the international reception on Thursday night.) I'll keep you informed about the Boston meeting as the year progresses, but do note that the Boston meeting will be held a week earlier in August than this year's meeting was.

Lifetime Achievement Awards: As has become our tradition, the Society for Business Ethics conferred lifetime achievement awards upon two of its members.

The first was presented to Michael Hoffman of Bentley University for a career of "Outstanding Service to the Field of Business Ethics." He founded the Center for Business Ethics at Bentley in 1976, at a time when business ethics, as an academic field, was still in its infancy. He was also a founding member of SBE, when it was launched in 1980, and served on SBE's Board in the late 1980s and as our President, 1989-1990. His interest in business ethics has always extended outside of academe--Michael was also a co-founder of the Ethics & Compliance Officer Association.

The second award went to Richard DeGeorge, University Distinguished Professor at the University of Kansas, for a career of "Outstanding Scholarly Achievement in the Field of Business Ethics." Richard completed his degree in philosophy at Yale University in 1959, and has been actively publishing ever since. He is the author of over 200 articles and has written and edited some 20 books. Additionally, his book, *Business Ethics*, first

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published in 1982, is a standard text in many business schools. Now in its seventh edition, it has been translated into Chinese, Japanese, Serbian, and Russian. DeGeorge also received the "Outstanding Service to the Field of Business Ethics" award in 2009, the University of Kansas' Chancellor's Club 2010 Career Teaching Award, and an honorary degree from Nyenrode University.

Other Awards: Let me also mention this year's other award recipients and acknowledge their hard work: Jeremy Snyder, Business Ethics Quarterly's Best Article Award for "Exploitation and Sweatshop Labour: Perspectives and Issues"; Bidhan (Bobby) Parmar, Best Dissertation Award for "The Role of Ethics, Sensemaking, and Discourse in Enacting Authority Relationships"; Wim Dubbink and Jeffery Smith, Best Conference Paper for "Non-Blameworthy Involvement and Corporate Duty: Rejecting Corporate Moral Indifference"; and finally Jeffery Smith, Best Conference Reviewer.

Changes at BEQ: After devoting six years of his professional life to editing our journal, Gary Weaver has stepped down as head editor of Business Ethics Quarterly. With each succeeding editor we have seen our journal take great strides forward, and with Gary at the helm the journal has much to boast of. The journal's impact factors have risen dramatically in the last six years, and so has its ranking among ethics and business journals. It has become the journal of choice for scholars doing serious work in the field. And as a result of this success, Gary has needed to establish a team of associate editors to more efficiently and effectively handle the increasing number of submissions the journal attracts, and putting this team together surely counts as yet another of the great achievements of Gary's tenure.

We owe Gary a huge debt of gratitude, and wish him all the best.

Our new Editor-in-Chief is Denis Arnold. Denis served as an associate editor for BEQ starting in 2009, and also as a co-editor for two special issue calls for BEQ. As Gary Weaver has noted, Denis has written more editorial decisions than any other associate editor, making him intimately familiar with the mechanics and mission of the journal. Gary has also noted that Denis has worked hard to bring a broad range of quality reviewers into BEQ's orbit, which not only has provided expertise to BEQ but has also broadened BEQ's reach and reputation. Lastly, let me observe that Denis is concurrently serving as the Society's President, so he has a busy year ahead of him. We welcome him and wish him luck!

Membership Report: Below are figures reflecting membership totals for the last nine years, as compiled by the Philosophy Documentation Center,

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which handles our membership rolls. We're still in decline from our peak years of 2006 and 2007, before the U.S. economy went into recession. As I commented last year in regard to membership, our decline must partly be a function of the smaller budgets at universities since the start of the recession, and a resulting decline in support for travel and professional memberships.

The Board is concerned about the downward trend and spent considerable time discussing the numbers. We also invited member input during the business meeting in San Antonio. The resulting discussion took up the entire second half of the business meeting (the first half having been given over to officer reports.) One thing everyone agreed to was our need to do a better job of attracting younger members to the organization. Therefore, among other things, the Board has agreed to a major facelift for our website, and the piloting of both something similar to a doctoral consortium and a "buddy breakfast" (with newer members paired with more senior academics) at next year's annual meeting.

	2003	2004	2005	2006	2007	2008	2009	2010	2011
Individuals	456	463	472	475	478	471	322	216	195
Individuals >\$100k							131	179	181
Students/Retirees	100	113	121	147	127	121	128	103	96
Total	556	576	593	622	605	592	581	498	472
Institutions Print	408	414	424	410	399	394	385	349	302
Institutions Online							2	14	34
Total	408	414	424	410	399	394	387	363	336

TREASURER'S REPORT

Bob Krug
St. Joseph's College
2010/2011 Financial Review

I am pleased to say that your Society continues to do well from a financial standpoint. Cash positions are adequate for our immediate needs and operations remain healthy. As I mentioned at the Business Meeting in San Antonio, however, we do need to prepare ourselves for high cost annual meeting venues the next three years: Boston in 2012; Orlando in 2013 (most likely inside Disney World); and Philadelphia in 2014. But let's now focus on the immediate past periods.

Beginning with our cash balances, the Society ended June 2011 with balances of \$143,800, compared with \$124,600 the previous year; the highest cash balances since 2006. As expected, there are several factors causing changes in our cash balances. In this case the increase can fundamentally be attributed to highly favorable costs for our Montréal Annual Meeting in August 2010 as compared with Chicago the previous year. (Please note that although the Society's fiscal year-end is December 31, this presentation, consistent with the financial

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review at the Annual Meeting, assumes a June 30 year-end; the quarter-end closest to the Annual Meeting dates.)

Focusing on revenues, the totals show a slight decrease from 2010 to 2011. Revenue from dues decreased because of the continuing decline in our membership levels; Jeff Frooman speaks to this elsewhere in the Newsletter. Mirroring the continued economic pressures placed on institutional libraries, institutional subscriptions decreased somewhat from prior year but were more than offset by higher BEQ's royalties from the journal databases. During the year we renegotiated the royalties for certain journals providing us with a higher level of revenues. Ultimately, our gross revenue distributions through the Philosophy Documentation Center (PDC) for 2011 (\$150,132) was slightly over that of 2010 (\$149,460). Moving on to Annual Meeting revenue, we have one of those interesting arithmetic anomalies.

Revenue	Year Ended June 30	
	2011	2010
	<i>Montréal</i>	<i>Chicago</i>
<i>Annual Meeting location</i>		
Dues	\$ 39,635	\$ 40,920
Institutional subscriptions	61,087	62,124
BEQ royalties and related	49,410	46,416
Gross revenue	150,132	149,460
SBE distribution at 35%, excl. Misc.	54,408	53,775
Annual meetings	26,145	28,455
Interest income	649	915
Total revenue	\$ 81,202	\$ 83,145

Total attendance for the two meetings was identical, 214 participants. However, more people registered at higher rate categories for Chicago than Montréal. Adding to the decrease in Annual Meeting revenue were a smaller number of participants attending the Presidential Luncheon. Lastly, interest income continues to decline even though cash balances were somewhat higher in 2011 compared to 2010 and we maintained disciplined cash management. These factors could not offset the continued drop in interest rates that impacts all of us.

Costs and Net Excess/Deficit ¹	Year Ended June 30	
	2011	2010
	<i>Montréal</i>	<i>Chicago</i>
<i>Annual Meeting location</i>		
Annual meetings:		
Hotel charges ²	\$ 41,168	\$ 65,614
Other annual meeting costs	11,843	12,869
Sponsorship ³	(6,217)	(4,000)
	46,794	74,483
Deposits for future annual meetings	5,000	5,000
Other costs	15,773	11,069
Total costs	67,567	90,552
Total revenue	81,202	83,145
Net excess / (deficit)	\$ 13,635	\$ (7,407)

The primary focus on costs is the Society's Annual Meeting charges. As noted in the discussion of cash balances, the Montréal annual meeting was far less expensive than Chicago. Not only were general banquet costs lower in Montréal (the primary cost of our meetings), but we also did not have to pay for audiovisual equipment. Audiovisual usage in Chicago was a significant cost. Other Annual Meeting costs for the two years - primarily PDC's administration of the meetings and awards & travel assistance - were relatively level. Finally, other costs rose by 42% due to several cost categories and a timing difference in payments for the Editorial Express software license. On the positive side of other costs, in 2011 the Newsletter went entirely online and saved almost \$3,700 from 2010. Expenses relating to BEQ rose by approximately \$6,000 because of: 1) higher payments to the University of

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¹ For clarity, the net excess/deficit has been recast from the original fin. review.

² Each of the hotel charges include deposits paid in the prior periods.

³ Includes \$1,500 of sponsorship for 2012's Annual Meeting in Boston.

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Delaware for the use of the Editor-in-Chief's time and 2) two installments on the Editorial Express license paid in 2011 rather than split between the two years. The last component of other costs was general administrative costs which were approximately \$3,000 higher and representing new programming for the online member directory, runoff voting, and the BEQ interface to the PDC website.

In last year's financial review we predicted that there would be a turnaround from the deficit of that year. And that is what occurred. Primarily as a result of our lower annual meeting costs we went from a deficit in 2010 to a net excess of \$13,635 in 2011. But, as I stated before, the next three years will be more difficult ones.

As always, my sincere thanks to Pam Swope of PDC for her ever ready financial support. And should you have any questions of a financial nature, feel free and contact [Bob Krug](mailto:Bob.Krug@sjcny.edu) at rkrug@sjcny.edu.

BEQ REPORT

Business Ethics Quarterly Report
Gary Weaver, University of Delaware
Previous Editor in Chief (2005-2011)

Here are some highlights from *Business Ethics Quarterly*'s 2010-2011 year:

Editorial transitions: Heather Elms and Wayne Norman joined as associate editors. Marshall Schminke resigned effective July 1 to become associate editor at the Journal of Management. Gary Weaver ended his term as editor in chief on August 15, to be replaced by former associate editor Denis Arnold. A dozen scholars completed their terms on the editorial board, and were replaced by a similar number of newcomers. We're grateful for all of the assistance provided to BEQ by these individuals.

Publishing statistics

Articles published and authorship: For issues 20.4-21.3, BEQ published 20 regular articles, 10 responses (published in sets), 7 full book reviews, and 7 miscellaneous items (presidential address, anniversary commentaries, letters, etc.) Articles, responses, and book reviews represented 61 authors (16 non-U.S.), not counting the many short anniversary commentaries that appeared in July and October, 2010.

BEQ's acceptance rate for the period September 2007 through August 2010 was 9%.

Pricing: BEQ's pricing remains very competitive with other journals. For institutions, BEQ is far cheaper than all but one other journal on in the topic area; for individuals, BEQ's pricing is approximately the same as all of the similar journals (except for the *Journal of Business Ethics*, which no longer lists an individual rate, and which charges institutions close to \$3000 annually).

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Impact scores:

ThomsonReuters' *Journal Citation Reports* now includes *Business & Society* and *Business Ethics: A European Review*, along with *BEQ* and the *Journal of Business Ethics*. Impact scores for all four journals are presented below.

2010 impact scores (2009 in parentheses)

	BEQ	JBE	B&S	BE:ER
2-year	3.256 (1.615)	1.125 (1.088)	1.220 (n.a.)	1.060 (n.a.)
5-year	2.085 (1.634)	1.603 (1.692)	n.a.	n.a.
2-year with self-citations removed (i.e., citations to the journal from within that journal removed)	1.462 (1.135)	.541 (.507)	.951 (n.a.)	.7 (n.a.)

On the 2-year impact score, BEQ ranked 11th of 101 business journals and 2nd of 38 ethics journals.

Special issues during 2010-2011: BEQ published special issues/sections on ethics and stakeholder issues in family businesses, accountability standards, and a set of special articles on the occasion of BEQ's 20th anniversary.

SBE on LinkedIn

As a small experiment in social networking, a “group” has been established for SBE on LinkedIn, the business-oriented social networking site (www.linkedin.com). Supplementing the SBE listserv and Newsletter, it is designed as another possible means of generating conversation, asking questions, or making announcements. At this time the group is fully moderated and open to SBE members only; however, this could change in the future, as warranted.

If you are currently a LinkedIn member, simply search LinkedIn's groups for Society for Business Ethics. Then click to Join Group. If you are not a member of LinkedIn at this time, and have interest in joining, you can do so by going to the url above and selecting Join Today. Alternatively, you can e-mail Bob Krug, SBE Treasurer, (rkrug@sjcnyc.edu), and an invitation will be generated for you.

CALL FOR PAPERS AND CONFERENCES

**European Group of Organization Studies
EGOS Colloquium, Helsinki, Finland, July 5-7, 2012
Aalto University & Hanken School of Economics**

The Changing Role of Business in Global Society SWG Standing Workshop Group (SWG 10)

SWG convenors:

Andreas Georg Scherer, University of Zurich Hans van Oosterhout, Erasmus University Kathleen Rehbein, Marquette University

Deadline for paper submissions **January 16, 2012**. For further information please see the text below or visit the EGOS [web-site](#).

This SWG provides a platform to discuss the changing dynamics between business activity and society in the context of globalization (Beck 2000; Djelic & Quack 2003; Habermas 2001; Scherer & Palazzo 2008a). The dominant views of the firm in management and organization studies in general, and in sub-fields such as CSR or business & society in particular, still build on the economic view of the business firm that is focusing on profits and operating within a regulatory framework that is defined by government (Crouch 2006). In a globalizing world, governments may be ineffective and/or retreating causing corporations to operate in an institutional void (Hajer 2003). This dynamic erodes established ideas about the division of labor between the political and economic spheres (Scherer & Palazzo 2007, 2011).

The topic of the 2012 SWG is concerned with the political role of corporations, specifically the co-creation and enforcement of the international rules of the game by firms. The key research aim is to better understand how firms influence and participate in the creation of governance solutions in the international arena and how they support the enforcement of these solutions. The basic premise is that firms fill governance voids and thus turn into political actors, especially when considering their role in global governance and contributing to the production of global public goods (Flohrt et al. 2010; Kaul et al. 2003; Matten & Crane 2005; Scherer & Palazzo 2008b, 2011; Vogel 2007). Governance, here, is not only understood as rule making, but also involves rule implementation and enforcement (including monitoring and reporting).

Today, the governance of the global economy is characterized by the involvement of private, public, and civil society actors and the use of non-coercive steering mechanisms. Business firms are playing a significant role in this new governance of the global economy (Abbott & Snidal 2009).

This SWG looks at the supply and demand side of governance on a variety of economic, social, and environmental issues and gives special consideration to issues related to the emergence

of private and/or public-private governance regimes (e.g. the UN Global Compact, the Global Reporting Initiative, or international accounting standards) (see, e.g. Bexell & Mörth 2010; Erman & Uhlin 2010; Rasche & Kell 2010; Vogel 2007). These problematic issues emerge with the business firms' ambivalent role as governance makers and governance takers. Apparently, the existence of non-state regulatory mechanisms provokes questions of legitimacy of private rule making and rule enforcement (Erman & Uhlin 2010; Palazzo & Scherer 2006; van Oosterhout 2010) as well as the effectiveness of global business regulation.

We want to discuss the consequences and implications of the new, enlarged role of the business firm for organization studies on the macro (business-society relationships) as well as the meso (organizational structures and procedures) and micro levels of analysis (leadership and individual behaviour). We specifically invite papers which take a critical perspective on the emerging political role of the multinational firm.



Journal of Management, Spirituality, and Religion **Special Issue: Stakeholder Theory and Workplace Spirituality (and/or Religion)**

Guest Editor: Andrew Wicks

Stakeholder Theory has become an important and prevalent theory that informs scholarship in a wide array of domains – from ethics, to management, the functional areas of business (e.g. accounting, finance, marketing), law, health care, public policy and others. While this literature has grown and expanded, little has been written that specifically connects stakeholder theory to spirituality and religion in the workplace. This special issue aims to focus the attention of scholars on better understanding how stakeholder theory might provide new insights and enrich current thinking on the topic of spirituality and religion in the workplace.

While the editor remains open to a wide array of papers that connect to the broad themes of this call, there are more specific themes to highlight in the call. **We envision a collection of papers that will offer a range of the following** (i.e. papers should have at least one, and possibly more, of these 3):

- Develop, extend, or apply aspects of stakeholder theory to the topic of workplace spirituality/religion.
- Explore how workplace spirituality/religion and the related literature on it provide new challenges for stakeholder theory and/or new insights that potentially enrich stakeholder theory.
- Offer empirical work, whether quantitative or qualitative,

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to better understand the topics in question and inform existing theory.

Some important caveats:

We would discourage:

- Papers that focus either on workplace spirituality or stakeholder theory, but not both.
- Papers that merely connect the literatures, but don't explore new territory, develop new theory or show how they provide new insights for future research.
- Papers that do not engage the existing literature on workplace spirituality.

We would encourage:

- Papers from a wide array of disciplines, including ethics (both normative and empirical), management, law and others.
- Papers that understand "workplace" in one of several different senses – allowing researchers to focus their work either on a more narrow (i.e. micro-level) or a more comprehensive (i.e. macro-level, organizational) sense of the term (and possibly both).
- Papers that spend some time and space to explore the implications of their work for managers and the world of practice.

Timeline: Authors should submit original papers (up to 30 pages of double-spaced text, including references and tables) by **March 1, 2012**. All submissions will be peer reviewed.

Submissions: send any inquires and all papers (electronic version is required) to

Andrew Wicks
The Darden School
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Charlottesville, VA 22903
wicksa@darden.virginia.edu
434-243-8739

We also encourage anyone interested in the topic and submitting a paper to look at [JMSR](#) to get a better sense of the journal and the work being done in this [forum](#).



**Inaugural International Conference on Education in Ethics
1-3 May, 2012, Pittsburgh, USA**

ETHICS EDUCATION IN A GLOBAL PERSPECTIVE

This conference is organized by the International Association for Education in Ethics (IAEE) and the Center for Healthcare Ethics, Duquesne University, Pittsburgh, USA. The aims of IAEE are (a) to enhance and expand the teaching of ethics at

national, regional and international levels, (b) to exchange and analyze experiences with the teaching of ethics in various educational settings, (c) to promote the development of knowledge and methods of ethics education, and (d) to function as a global centre of contact for experts in this field, and to promote contacts between members from countries around the world.

The program of the conference includes plenary sessions as well as parallel sessions. Anyone wishing to present a paper at the conference should submit an abstract (500 words maximum) before December 1, 2011. The Conference Program Committee will select abstracts for oral presentation. Please send abstract by email to: Professor Henk ten Have, Secretary of IAEE, Center for Healthcare Ethics, Duquesne University, Pittsburgh, USA. Email: tenhaveh@duq.edu

Abstracts in English are invited for the following sessions on ethics education worldwide focused on athletics and ethics, bioethics, biotechnology ethics, business ethics, communication ethics, education ethics, engineering ethics, environmental ethics, ethics and biological sciences, ethics and law, medical and dental ethics, nursing ethics, pharmacy ethics, philosophical ethics, religious ethics, social sciences and ethics.

Structure your abstract using the following headings:

- contact details of the author(s) (Family name, initials, institution/university, city, country, email)
- abstract title
- keywords
- area of applied ethics (e.g. bioethics, ethics and law)
- abstract body text
- background of the topic
- aim/purpose
- methods and/or philosophical perspective
- results, outcomes and implications
- conclusion
- audio/visual equipment needed

After review, you will be informed by email whether your abstract has been accepted. Selected abstract can be orally presented (maximum 20 minutes). Selected abstracts will be published in the conference materials.



Call for Proposals Journal of Organizational Moral Psychology

The Journal of Organizational Moral Psychology (JOMP) publishes interdisciplinary research in organizational ethical behavior, organizational moral psychology, and human moral cognition, judgment, reasoning and decision-making. The journal seeks articles that present original empirical research, theoretical development, reviews of the pertinent literature, reviews

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of appropriate books and methodological advancements relevant to organizational moral psychology and behavior. Approaches that are cross-disciplinary and/or multidisciplinary are welcome as important contributions to this field have been conceived in Psychology, philosophy, management, marketing, sociology, anthropology, biology, law, economics, medicine and others. JOMP is listed in Cabell's Directory. For proposals, inquiries and submission processes contact the below listed Editor or visit the below listed websites.

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**Call for Papers - Special issue of *Business & Society*
THE ROLE OF GOVERNMENTS IN THE BUSINESS
AND SOCIETY DEBATE**

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Many examples can illustrate the involvement of governments in social and environmental issues that companies are dealing with. We can easily recall that President Obama went to observe in person the disastrous impact from the BP incident in the Gulf of Mexico in 2010. We also saw that in response to the recent financial crisis, government officials elaborated on the Basel III capital requirements and on new monitoring rules for financial institutions. And when it comes to global warming, numerous international conferences and treaties have been devoted to address this issue. In fact, all these examples of governmental involvement in the business and society debate are related to issues with a significant impact on society or humanity as a whole, where government officials act in their role of market regulators.

In addition to their regulating role, public organizations should be exemplary to society and proactively embrace the principles of corporate social responsibility (CSR). In this context, we could observe that the public port authorities (e.g. Port of Ant-

werp, Port of Rotterdam) readily engage in sustainability programs, addressing issues such as renewable energy, air quality management, water management, waste management, and stakeholder dialogue. Operating in a very competitive setting, ports consider sustainability as a source of competitive advantage. On the other hand, public organizations operating in less competitive environments (e.g. government administration) may not be exemplary in addressing issues related to gender, diversity, and telework adoption and promotion. In fact, the above examples show us that at different levels, the roles and commitments of government organizations may strongly vary with respect to CSR.

With this special issue, we would like to encourage a broader spectrum of insights into the role of governments in the business and society debate. Here governments are not only seen as regulators or facilitators, but also as actors and organizations that should embrace the principles of social responsibility in their codes of conduct, as role models and as one of the key stakeholders that can contribute to solve both social and environmental challenges. Moreover, public organizations have the opportunity to embed the principles of CSR in the diversity of Public-Private-Collaborations they have with private organizations.

In the first place, business and society scholars would correctly question if government officials are supposed to act as regulators in corporate social responsibility and performance. A strict interpretation of the literature would immediately point at the principle of voluntarism, according to which CSR refers to discretionary business activities that reach beyond the legal prescription of law. Such a principle would automatically exclude the active involvement of governments from many topics of the business and society debate. However, this exclusion is not what empirics show us. In Europe, for example, a great part of the business and society debate is stimulated by public governance. Moreover, a full exclusion of governments from CSR discourse might be even undesirable from a moral standpoint. We refer here to the empirical evidence of window dressing and green washing, when businesses engage in corporate social responsibility, and we question whether governments cannot regulate for this type of misconduct. And what is the role of government in situations where managers refuse to take responsibility, even if their companies obviously caused or show a high risk of causing a social or environmental disaster. Overall, the discussion on the extent to which governments should (or should not) be involved as market regulators in the business and society debate would strengthen the theoretical fundamentals of our research field.

In addition, a holistic approach is arguably preferable to address social and environmental issues, due to the high level of complexity associated with them. In such an approach, each market player and market influencer acts according to the higher principles of morality and in the best interest for society and the natural environment. Consumers, producers, service providers, scientists, in fact all human beings can contribute to the solution of the social and environmental problems of our

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societies. Most effective solutions are expected when each market player makes the best effort in search of collaborative solutions to these issues. But such an orchestrated, holistic approach to social and environmental issues is not self explanatory. Due to the complexity of some issues in our societies, many people are not able to see the causal link between their conduct and the issue itself. And even when the causality is quite clear, phenomena such as the free riding problem and the “Not in My Back Yard” (NIMBY) syndrome make the holistic approach challenging. The challenges become even bigger, once a holistic action is required internationally, for which a painful example is the very slow progressing in the global warming discussion. In this context, the inquiry on the role of governments in the holistic approach to social and environmental issues will contribute to the effectiveness of these issues’ solution.

Here, public governance should be considered also as an instrument for the *organization* of social activity. To that end, all sorts of public organizations and institutions are established such as parliament, government, justice, police, defense, municipality, education, health care, and transport, to mention only a few. Regardless of their function and some differences in these functions over different countries, public organizations have an exemplary role in our societies. And depending on their specific role, public organizations and institutions are well positioned to develop one or more of the moral norms that our societies like to cherish. As such, they should be the first to adopt the principles of social responsibility in their code of conduct. Unfortunately, the numerous examples of corruption or abuse of official power suggest that public organizations might not be any different from business organizations when it comes to involvement in window dressing or green washing. Moreover, governmental action (e.g. protectionism) might be even counterproductive to the solution of social and environmental issues. Therefore, it would be interesting to have a better understanding on the similarities or differences concerning the challenges to adopt the principles of social responsibility in public organizations as opposed to private firms.

This special issue is devoted to research on the role of governments in a holistic approach to the solution of social and environmental problems. We encourage research that elaborates on, but is not limited to, the following questions:

- Does the principle of voluntarism per definition exclude public policy regulation to any aspect of corporate social performance?
- If not, to what extent is CSR regulation desirable?
- What are the positive or negative effects of public regulation of corporate social responsibility and performance?
- In addition to regulation, what other roles can governments/institutions play in the business and society debate?
- How can different governmental organizations – at the local, national or international level – contribute to the business and society debate?

- How can government action contribute to the holistic solution of social and environmental problems?
- What instruments may public organizations use to involve different stakeholders in holistic approach to solving social and environmental issues?
- How can countries with different levels of development or with different sovereign interests co-operate to face the challenges of our planet?
- How do public organizations contribute to setting the moral norms of society?
- What is the exemplary role of public organizations in social responsibility?
- How similar (different) are the challenges to adopt the principles of social responsibility in public organizations as opposed to private firms?
- Does the core function of public organizations limit the issues of social responsibility it may want to address, and the way it can address it?
- What are the opportunities and the challenges of introducing the principles of social responsibility in public-private collaborations?

This special issue welcomes papers with theoretical and/or empirical contribution to the better understanding how governments, institutions or public organizations specifically can contribute to the advancement of the business and society debate. We welcome scholarly inquiries based on a broad variety of disciplines, e.g. political theory, law, sociology, organization theory, management science, environmental studies, ethics, corporate social performance (CSP), and stakeholder management, etc. Papers submitted for publication in this special issue are subject to the double-blind review process of *Business & Society*.

Submission Instructions

Authors are requested to submit a full paper to the corresponding guest editor, [Nikolay Dentchev](mailto:nikolay.dentchev@gmail.com) (nikolay.dentchev@gmail.com) before **15 November 2011**. Submitted papers should follow the *Business & Society* guidelines for authors (<http://bas.sagepub.com>).

Submission should include an abstract of 100-150 words, followed by 3 to 5 keywords. The manuscript should not contain any indication of authorship and should be submitted separately from the title page with full author information for contact. *Business & Society* uses the citation and reference system of the American Psychological Association (APA) and any paper published in *Business & Society* can be taken as an example.

Timeline and deadlines

We would like to stimulate the debate on the role of government in the business and society discourse during the following events, although participation is not a condition for authors to

(Continued on page 11)

submit a contribution:

- **23-26 June 2011:** Workshop at the annual IABS conference in Bath, UK. Abstracts (ca. 4 pages) for workshop participation should be submitted to nikolay.dentchev@gmail.com before **25 February 2011**.
- **14 September 2011:** Seminar organized by the guest editors in Brussels, Belgium. Drafted papers should be submitted to nikolay.dentchev@gmail.com before **25 July 2011**.

Target dates (subject to change):

- **15 November 2011:** full paper submission to the special issue.
- **1 April 2012:** authors are invited to revise and resubmit
- **1 June 2012:** submission of revised papers
- **15 October 2012:** Delivery of contributions together with the introductory paper by the guest editors.
- **2013:** publication of the special issue

For further details, please contact the corresponding guest editor:

Nikolay A. Dentchev
HUBrussel, Vrije Universiteit Brussel
nikolay.dentchev@gmail.com



Invitation to Contribute: *Ethics Training in Action*

We are seeking scholars and practitioners from a variety of disciplines to explore the topic of ethics training in organizations. Selected contributions will be positioned as chapters in a book entitled *Ethics Training in Action: Methods and Implications for Management*. This edited volume will provide a cohesive perspective on organizational ethics training for researchers and teachers at the undergraduate and graduate levels. It is an academic book that focuses directly on the practical implications of ethics training (e.g., return on investment). We welcome theory, empirical research, and practitioner perspectives (no case studies please). This work is a part of the *Ethics in Practice* series by Information Age Publishing (IAP) (<http://www.infoagepub.com/series/Ethics-in-Practice>). Interested authors should submit a one paragraph topic proposal and their CV to Dr. Leslie E. Sekerka, Editor, at lesekerk@gmail.com by **November 1, 2011**. Feel free to email any inquiries or requests for additional information.



THE EIGHTH INTERNATIONAL CONFERENCE ON CATHOLIC SOCIAL THOUGHT AND BUSINESS EDUCATION Renewing Mission and Identity in Catholic Business Education UNIVERSITY of DAYTON Dayton, Ohio June 18-20, 2012 www.stthomas.edu/dayton

In the last 50 years, the role of business education in Catholic universities has become increasingly significant. World-wide there are over 1800 Catholic universities with more than 200 in the US. A growing number of these universities have business programs, some of which are the largest professional degree programs in their university. As business education occupies an expanded role in Catholic colleges and universities, the future of Catholic higher education is inseparable from how its mission and identity is appropriated and explained within its business program. Reciprocally, how business programs and their stakeholder network influence the Catholic mission and identity of the university itself is another closely related matter requiring careful reflection.

In an effort to energize mission-driven business education in Catholic universities, we are seeking papers that make contributions to the following two areas:

1. Exploring how a Catholic university deepens and revitalizes its culture and institutionalizes its mission and identity in business education.

- How should the mission and purpose of a Catholic business education be defined and explained?
- What do mission-based hiring and recruiting programs look like at a Catholic business school?
- What kind of faculty development programs are necessary to help instructors understand the Catholic social tradition and use it to engage in and contribute to the mission of the Catholic business school?
- How do Catholic business programs evaluate, promote, and reward faculty to better reflect their mission? What role does research have in the reward process that can contribute to the mission of Catholic business programs?
- What are the current gaps and challenges that Catholic universities are facing in building identity and institutionalizing mission? What are acclaimed “best practices” that Catholic business programs can implement in order to build a strong and virtuous culture? How does a Catholic university shape a culture that fosters the kind of business education that is rooted in its mission?
- Are there audit tools that can assess the degree of mission effectiveness upon the identity of Catholic business programs?

(Continued from page 11)

- What role does the accrediting process have in supporting or impeding the mission-driven character of business schools in Catholic universities?
- What kind of curricular structures and processes can integrate liberal with business education?

2. Providing curricular materials, processes, models and ideas that reflect the mission and identity of business education at a Catholic university.

- What are some of the practical ways that the Catholic social tradition and its moral and spiritual insights can engage the way one teaches finance, business law, human resources, strategy, business ethics, accounting, marketing, economics, etc.?
- In what innovative ways could faculty members teach theology, philosophy and other liberal arts disciplines when they encounter students who also study the field of business?

In the area of curriculum development, we are specifically looking for background notes, syllabi and teaching notes that engage the Catholic social tradition and the disciplines of business and liberal education. For examples, please see <http://www.stthomas.edu/cathstudies/cst/curriculum/BusCurrmaterial.html>

Conference Background Papers: Please refer to the posted conference background papers for this meeting at www.stthomas.edu/dayton

Proposal Format: The selection committee is looking for submissions that engage one of the two areas described above. Please send a **two page single spaced proposal** which includes the following: thesis/purpose, outline of paper as well as a one paragraph biography that includes institutional position and affiliation, recent publications, research interest, practical experience.

Send proposals by October 15, 2011 preferably electronically to:

Michael J. Naughton at cathsocial@stthomas.edu
John A. Ryan Institute for Catholic Social Thought
University of St. Thomas, 55S
2115 Summit Ave.
St. Paul, MN 55105-1096 USA
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Call for Papers *Positive Organizational Ethics* Special Issue: *Journal of Business Ethics*

We invite you to submit a manuscript for a *Special Issue* of the *Journal of Business Ethics* on *Positive Organizational Ethics* (POE). This issue targets JOBE's view that ethics encompasses

"all. human action aimed at securing a good life." (Retrieved on July 9, 2010 from: <http://www.springer.com/social+sciences/applied+ethics/journal/10551>) Toward this end, more research must be directed toward the best of human functioning, especially within the context of today's ethically challenged business environment and protracted economic downturn.

Overview

For the past decade, we have seen a more explicit focus on the 'positive' aspects of organizational behavior, research that seeks to advance well-being, corporate responsibility, ethics, and virtuous action in workplace settings (cf. Cameron, Dutton, & Quinn, 2003). In some respects, this movement is a response to the deficit-based approaches that have traditionally dominated organizational scholarship. Researchers have focused a majority of their inquiries on understanding dysfunctional decisions and behaviors in business-including the myriad of unethical actions that transpire in organizations. A marked shift to the positive reframed the way many viewed and studied organizations, which, in turn, created knowledge about human thriving. By focusing on strengths rather than deficits, scholars are finding new ways to encourage effective moral decision-making and action (cf. Sekerka, Bagozzi, & Charnigo, 2008).

Strictly speaking, both inquiry approaches-that is, unpacking failure *and* examining the building blocks of success-can help people engage in more productive and meaningful lives at work. But as tough times continue to beset our global business environment, we are beginning to see the pendulum swing back again, with explicit efforts to describe, explain, predict, and control the "dark side" of management (Neider & Schriesheim, 2010). Instead of returning to the paradigm of ethics as a problem to be solved and abandoning the emerging focus on Positive Organizational Ethics, we would argue for a hybrid approach. Namely, how can scholars use a richer understanding of weakness to inform a more durable form of ethical strength?

To advance this area of scholarship, Positive Organizational Ethics needs an integrated framework, one that advances ethical ideals, but does so realistically. In describing the potential contributions of studying the 'positive,' Linley and his colleagues (2006) underscored the need to understand how to weave ethical disorder and dysfunction with ethical achievement, aspirations, and excellence. We welcome submissions that pose questions that encourage business ethics scholars to clarify how organizations can build ethical strength, both in good times and in bad.

This *Special Issue* of JOBE is directed to those pursuing positive subjective experiences, positive attributes of individuals and groups, and positive practices that contribute to the best of human behavior in organizations, but with an explicit focus on the capacity to cultivate and sustain ethical performance from both positive and negative vantage points. Although some work has been done to advance the concept of Positive Organizational Ethics (cf. Caza, Barker, & Cameron, 2004; Giacalone,

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Paul, & Jurkiewicz, 2005; and Verbos *et al.*, 2007), there has been little to explain how ethical strength can endure or emerge as a result of human failings.

POE Topic Areas & Questions:

This issue will publish high quality empirical and theoretical works that target the desire, ability, and willingness to engage in moral decisions and actions in organizational settings with resiliency and fortitude during difficult periods, including those involving personal and/or organizational failure. This *Special Issue* will call upon cross-disciplinary work that illuminates how a strength-based approach can advance ethical behavior in workplace settings through strategies, practices, and goals, along with explication of the assumptions that help to shape a more durable form of ethical performance. Possible topic areas and questions of interests include, but are not limited to, the following:

- How do we define Positive Organizational Ethics so that it effectively incorporates building ethical strength from strength, along with building ethical strength from weakness?
- What practices and processes contribute to organizational transparency and integrity during difficult times (e.g., limited resources, decline, and downsizing)?
- How can leaders in the private, not-for-profit, and government sectors enable Positive Organizational Ethics during periods of economic instability?
- How can leaders in transition and emerging economies promote Positive Organizational Ethics?
- How can organizational members foster and achieve ethical strength in their performance, particularly in ways that confer both short- and long-term benefits for the firm?
- How do character strengths and virtues, such as optimism, hope, gratitude, resilience, creativity, imagination, patience, self-regulation, and wisdom support moral decisions and action during trying times?
- How do unethical actions become a catalyst for developing ethical strength? How can an organization's tarnished reputation inspire an ethical overhaul? How does moral courage play a role in helping to sustain ethical performance in response to a moral lapse?
- How can we structure learning experiences, both in business schools and in corporate training programs, to lay the foundation for students' and trainees' future ethical strength in decision making and performance?
- What is the intersection between Positive Organizational Ethics and organizational strategies relating to corporate social responsibility, sustainability, and financial performance?
- How can stakeholder relationships affect an organization's commitment to Positive Organizational Ethics and, conversely, how can Positive Organizational Ethics affect stakeholders (e.g., customer loyalty, employee retention,

and stockholder support)?

We welcome submissions that also raise additional research questions related to POE. Empirical studies are especially encouraged. All papers must include recommendations and next steps for those interested in expanding research about positive ethics in organizational settings.

Format and Submission Guidelines

To be considered for this special issue, full papers must be submitted by **December 1, 2011**. Manuscripts should be submitted to Leslie E. Sekerka at lesekerk@gmail.com.

Please send the paper in an MS Word or PDF document, with a cover page (including the title and abstract), followed by the body of the paper, references, and any tables and/or appendices (all in one document). The title and abstract (150 words) should be followed by the complete manuscript, without any author-identifying information. Papers should be no more than 9,000 words (including references). All submissions must be in APA format (Times Roman Font, 12 point, double spaced). Please include a separate file with the cover sheet, which states the title of your work and the name(s) of the author(s) with their complete contact information (including affiliation, title, email, telephone, fax, and postal address).

Please direct any questions to the special issue Guest Editors noted below. We thank you for your shared interest in working to create new knowledge in the area of Positive Organizational Ethics.

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**PROVISIONAL PROGRAMME
APPROACHES TO INTEGRATING SUSTAINABILITY
INTO BUSINESS SCHOOLS**

20-21 October 2011

**Nottingham University Business School
Room B03, Sir Colin Campbell Building, Innovation Park,
Jubilee Campus, Nottingham**

The HEFCE funded project 'Integrating Sustainability into Business Schools' (ISIBS) is near completion. Therefore we want to present and discuss our findings with a wider audience at a final workshop on the 20th and 21st October at the Nottingham University Business School. The workshop has been conceived to provide a forum for wide ranging debate on approaches to integrating sustainability into business schools and the aim of the workshop is to enable an exchange of experiences by members of Business Schools, other University departments and wider institutions engaged with this agenda.

Keynote Speakers:

Jonas Haertle is Head of the Principles for Responsible Management Education (PRME) secretariat of the United Nations Global Compact Office. The mission of the PRME initiative is to inspire and champion responsible management education, research and thought leadership globally. In his role as coordinator for Global Compact Local Networks he works with the country networks in Latin America and the Caribbean. Jonas holds a master's degree in European Studies of Hamburg University. As a Fulbright scholar, he also attained an MSc degree in Global Affairs from Rutgers University, New Jersey, USA.

Jonathan Slack is Chief Executive of the Association of Business Schools (ABS) and also chair of EQUAL, the group of nineteen European Associations which acts as the think tank for EQUIS, the accreditation scheme for international business schools. He has been centrally involved in the development of the National Subject Benchmarks on behalf of the UK Quality Assurance Agency for Higher Education, for undergraduate Honours degrees and also Masters degrees in business and management including the MBA.

Joanna Simpson is Senior Higher Education Policy Adviser for HEFCE. She is responsible for developing and implementing HEFCE's sustainable development strategy and action plan, working on projects to promote good practice and advising government, higher education organizations and other stakeholders on sustainable development issues. She also led HEFCE's work to improve its own Corporate Social Responsibility.

PROGRAMME

THURSDAY 20 OCTOBER

14.30 Registration

15.00 – 15.30 **Welcome**

Professor Jeremy Moon, Director International Centre for Corporate Social Responsibility, Nottingham University Business School

15.30 – 16.30 **Perspectives by Key Institutions**

Jonas Haertle, Head, UN PRME Secretariat

Jonathan Slack, Chief Executive of the Association of Business Schools (ABS)

Joanna Simpson, Senior Higher Education Policy Advisor, HEFCE

16.30 Discussion

17.30 **Workshop Dinner**

FRIDAY 21 OCTOBER

9.00 **Presentation of Project Findings** (ISIBS Team)

10.00 – 12.00 **Parallel Working Groups Approaches made by Leading Business School**

David Clemson, Business Studies London South Bank University

Jenny Fairbrass, School of Management University of Bradford

Carole Parkes, Aston Business School

Nadine Exter, Doughty Centre for Corporate Responsibility Cranfield School of Management

12.00 – 13.00 Lunch Break

13.00 – 14.00 **Parallel Working Groups**

Approaches made by Leading Business Schools (continued)

14.00 – 14.30 **Reports from the Working Groups**

14.30 – 15.30 **Plenary Discussion**

Professor Martin Binks, Dean, Nottingham University Business School

Jonas Haertle, Head, UN PRME Secretariat

Professor Gerd Michelsen, UNESCO Chair Higher Education for Sustainable Development

Joanna Simpson, Senior Higher Education Policy Advisor, HEFCE

15.30- 16.00 Open Discussion

16.00 Close of the Workshop

CALL FOR MANUSCRIPTS
BUSINESS ETHICS QUARTERLY SPECIAL ISSUE:
REINTEGRATING INDIVIDUALS AND ORGANIZATIONS FOLLOWING ETHICAL OR
LEGAL TRANSGRESSIONS
DUE DECEMBER 31, 2012

Guest Editors:

Jerry Goodstein, College of Business, Washington State University, Vancouver

Ken Butterfield, College of Business, Washington State University

Mike Pfarrer, Terry College of Business, University of Georgia

Andy Wicks, Darden Graduate School of Business Administration, University of Virginia

With this call for manuscripts, we hope to encourage greater attention to a topic that has gained greater visibility in the business ethics and management literatures within the past few years: the challenge of individual and organizational reintegration following ethical and legal transgressions. We define “reintegration” broadly as a process that involves the repair of relationships damaged by wrongdoing in ways that enable individuals and organizations to regain support (e.g., trust, respect, credibility, legitimacy, reputation) from relevant internal and external stakeholders. We define “transgression” broadly as any individual or organizational act or behavior that violates legal, ethical, or social boundaries.

A few recent efforts have been made to present different models of reintegration at the individual and organization/industry levels. Goodstein and Butterfield (2010) draw on a restorative justice framework to present a process of reintegration related to individual wrongdoing in organizations. They emphasize the importance of (a) offenders taking steps in the aftermath of wrongdoing to make amends with those harmed, (b) victims responding to these efforts by forgiving offenders, and (c) members of the workplace community most directly affected by the transgression in turn extending support to offenders. At the organizational level, Pfarrer, DeCelles, Smith, and Taylor (2008) integrate diverse literatures, ranging from stakeholder theory to crisis management, to present a model of reintegration consisting of four major stages for organizational offenders in interaction with key stakeholders: (a) discovering the transgression, (b) explaining wrongdoing to stakeholders, (c) serving penance, and (d) internally and externally rebuilding organizational processes and legitimacy. There has been growth as well in complementary work focused on repairing damaged interpersonal trust (e.g., Dirks, Lewicki, & Zaheer, 2009) and reputation (e.g., Rhee & Valdez, 2009), on forgiveness and reconciliation in the aftermath of interpersonal offenses (e.g., Aquino, Tripp, & Bies, 2006), and on the normative foundations of moral repair (Walker, 2006) and making amends (Radzik, 2009).

An important goal of this special issue is to extend this existing work by raising and directing attention to important descriptive, explanatory, and normative questions and issues associated with the process of individual or organizational reintegration, thereby encouraging scholars from a variety of disciplines to advance this work in a variety of meaningful directions. Potential topics include, but are not limited to the following:

1. What actions can an entity (person, group, or organization) take to restore its moral standing and regain support from stakeholders after a legal or ethical transgression? What actions can an entity take to reinforce and encourage the efforts of offenders to be reintegrated?
2. What are the moral obligations of offenders to repair relationships following transgressions? What are the moral obligations of victims and other stakeholders with respect to the offenders’ efforts to repair relationships?
3. Does the process of reintegration differ for different types of entities (e.g., for-profit vs. non-profit organizations, companies with high CSR rankings vs. those ranked lower, managers vs. non-managerial employees, senior executives)?
4. Does the process of reintegration differ for legal or ethical transgressions, or is it the same? What restorative actions are more or less effective for each type of transgression?
5. Are actions related to reintegration perceived similarly for all salient stakeholder groups, or are they different? What normative principles (e.g., degree of direct harm) should guide the magnitude of efforts to make amends and, in turn, the magnitude of reciprocal support (e.g., authenticity of offender’s actions) by stakeholders within and external to organizations?
6. What conflicts may arise when trying to restore relationships with different stakeholder groups?
7. Do the actions taken by entities following a transgression differ over time? What factors influence the expectations of offenders and relevant stakeholders at different points in time?
8. What are the potential trade-offs in the short and long term with regard to specific repair actions?
9. What individual, group, organizational, and broad social or environmental factors impact the likelihood of an entity becoming reintegrated following a transgression? For example, is reintegration more likely in team contexts with a high level of interde-

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pendence? Do particular internal formal structures, processes, and practices facilitate or impede reintegration within organizations, and within industry and institutional contexts? Does regulation play a role?

10. What role do the virtues play in fostering restoration and reintegration—whether on the part of the individual, stakeholders, the organization, or all of the above? How does virtue theory—or other theories of ethics—provide insights and guidance that can facilitate healing in relationships in the wake of transgressions and the process of reintegration?
11. What role do the media and other third party “infomediaries” play in the reintegration process? What influences their actions? How do infomediaries influence stakeholders’ perceptions?
12. What are the consequences of successful or unsuccessful reintegration? Does successful reintegration with others contribute to restoring personal or organizational integrity following an interpersonal transgression? Do breakdowns in reintegration increase the likelihood of future incidences of wrongdoing, individual turnover, declines in organizational performance, or other important consequences?

To address these questions, we seek a broad and relevant range of submissions, including both normative, philosophical research and theoretical or empirical (quantitative or qualitative) social-scientific research. We encourage contributions that make use of, and contribute to, one or more theoretical perspectives that find their place within business ethics and other relevant fields of inquiry (such as philosophy, organization studies, religion, psychology, sociology, political science/theory, legal theory, economics, etc.). We discourage manuscripts that fail to reflect the depth and complexity of the full process of reintegration. Papers that are more narrow in focus (e.g., focusing solely on victim forgiveness, emphasizing highly technical legal issues, or restoring reputation only with shareholders) may be desk rejected. We also discourage manuscripts directed to topics related to the broad domain of transgressions, such as corruption, conflict management, and influences on deviant behavior, unless they are directed specifically to the process of reintegration and the kinds of questions and issues outlined above.

Authors must submit manuscripts by November 1, 2012, using BEQ’s online submission website (<http://editorialexpress.com/beq>). Manuscripts must conform to BEQ’s normal submission requirements, which are explained in detail on the “Information for Contributors” page at <http://www.businessethicsquarterly.org>). Manuscripts should not exceed 12,000 words and will be blind-reviewed following the journal’s standard process. The Guest Editors will make final acceptance decisions. Be sure to include a reference to “Special Issue: Reintegrating Individuals and Organizations” in the “Comments” box of the submissions website. For further information, contact Guest Editor Jerry Goodstein (jgoodstein@vancouver.wsu.edu).

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BOOKS, JOURNALS & MULTIMEDIA

Springer is proud to announce recent publications in the *Issues in Business Ethics and Ethical Economy: Studies in Economic Ethics and Philosophy* book series.

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Brink, Alexander (Ed.)

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A Levinassian Perspective

van der Ven, Naud

1st Edition., 2011, XX, 192 p.

<http://www.springer.com/social+sciences/applied+ethics/book/978-90-481-9372-1>



Online Index of Corporate Political Disclosure

Baruch College's Robert Zicklin Center for Corporate Integrity launched the Baruch Index of Corporate Political Disclosure on September 15, 2011. The research was performed by Donald H. Schepers and Naomi A. Gardberg, and ranks the S&P 100 on 57 criteria related to corporate political disclosure. The cri-

teria ranked corporations according to: Prominence/ease of access; Policies, Procedures, and Structures; and Financial Disclosure. The criteria, methodology, and results are available on the website (<http://www.baruch.cuny.edu/baruchindex/>), as well as videos of the research presentation and subsequent panel discussion.



Management Education for Integrity: Ethically Educating Tomorrow's Business Leaders

Edited by: Charles Wankel and

Agata Stachowicz-Stanusch

ISBN: 9781780520681

Synopsis

Recent examples of corporate, national and international ethical and financial scandals and crises have created a need to bolster the ethical acumen of managers through business education imperatives. This topical book forms an important part of the debate on the development of ethical business leaders and provides empirically grounded, theoretical insights for rethinking business curricula requisite for understanding and meaningfully confronting an ethical vacuum that sometimes exists in business. "Management Education for Integrity" explains how curricula should be streamlined and rejuvenated to ensure a high level of integrity in management education, providing numerous examples of new tools, teaching methods, integrity sensitization and development exercises and ethical management education assessment approaches. Chapters include: fostering integrity in business curricula; a critique of ethics education in management; measuring best practices in management education for integrity capacity; encouraging moral engagement in business ethics courses; management education for behavioral integrity; and scenario-based approach as a teaching tool to promote integrity awareness.

This title is available to purchase from the [Emerald Bookstore](#) and other online retailers.

For inspection or review requests please email adoptionrequests@emeraldinsight.com



Business Ethics: How to Design and Manage Ethical Organizations

Professor Denis Collins

John Wiley & Sons.

This textbook with cases provides practical and theoretical instruction on creating organizations and managing people that do good and do well.

(Continued on page 21)

POSITIONS

Full-time Faculty: Jepson School of Leadership Studies Assistant Professor of Leadership Studies

The Jepson School of Leadership Studies, University of Richmond, invites applications for a tenure-track, assistant professor of leadership studies with a specialization in ethics or applied ethics. Candidates must have earned or be on course to complete a Ph.D. in Political Theory, Philosophy, Religion or a related field on or before September 30, 2012. The successful candidate will be expected to teach: Leadership & the Humanities; Leadership Ethics; Critical Thinking, Justice and Civil Society, and elective courses in her/his area of interest/expertise.

We seek applicants with the potential and desire to develop, from their disciplinary training, an active scholarly agenda on questions of leadership; and the ability to conduct interdisciplinary research and teach in a liberal arts environment. In their cover letter, candidates should discuss how their scholarly and teaching interests connect to leadership studies. The successful candidate must meet all position requirements at the time of selection.

For information about the Jepson School and the University of Richmond, go to <http://jepson.richmond.edu>. Extended job description and application instructions can be accessed at <https://www.urjobs.org/>. The University of Richmond is committed to developing a diverse workforce and student body and to supporting an inclusive campus community.



Faculty Position in Leadership, Sustainability, and Organizational Change Ph.D./D.B.A. Program in Values-Driven Leadership College of Business, Benedictine University

Position Description: The Center for Values-Driven Leadership (CVDL), College of Business, Benedictine University invites applications for a fulltime tenure-track faculty position (open rank: assistant, associate, or full) in Leadership, Sustainability, and Organizational Change, to begin Spring/Summer 2012 in its Ph.D./D.B.A. Program in Values-Driven Leadership.

Qualifications: A Ph.D. in sustainable enterprise, social entrepreneurship, corporate responsibility, leadership, organizational behavior, organizational change, strategic management, business ethics, or a related social science field; a significant publication record underway; an excellent teaching record; an active research agenda; a commitment to high-impact scholarship; and evidence of an international reputation as a leader in the field. Because the Ph.D./D.B.A. program is targeted at senior business leaders, significant corporate experience is also required. International experience or a demonstrated interest in international, cross-cultural research and practice is preferred.

Responsibilities: Maintain a vigorous and high-quality program of research and publication; provide excellent instruction in the Ph.D./D.B.A. program in values-driven leadership; chair Ph.D. and D.B.A. dissertation committees; collaborate with colleagues to develop and sustain an active portfolio of externally funded research; participate in service activities consistent with rank; and help to build, grow, and sustain the CVDL's reputation as a world leader in the fields of leadership, sustainability, and organizational change. Some teaching at the master's level and in executive education programs may also be required as these programs develop. Salary and rank are commensurate with qualifications.

About the CVDL: The CVDL is a gathering place where top executives, entrepreneurs and thought leaders come together to innovate at the forefront of sustainable business practice. Its Ph.D./D.B.A. program is uniquely designed for senior business leaders committed to advancing the fields of leadership, sustainability, corporate responsibility, and strategic change in today's global context. It offers a unique combination of research, theory, practice, international exchanges, and interaction with global thought leaders to equip executives with the knowledge and skills they need to lead strategically and have a transformative impact on business and society. For more about the CVDL and the Ph.D./D.B.A. program, go to www.cvdl.org.

About Benedictine University: Benedictine University is a Catholic university in the Benedictine tradition located in Lisle, Illinois, 25 miles west of the City of Chicago at the heart of Chicago's "High Tech Corridor." Its location provides excellent opportunities for research and consulting with major corporations, easy access to Chicago's Midway and O'Hare airports, and close proximity to a variety of communities recognized among the best places to live in America for the quality of their educational, cultural, recreational, and healthcare offerings. The University also has campuses in Springfield, IL, China, and Viet Nam, serves a total of approximately 10,000 FTE graduate and undergraduate students, and is growing rapidly under entrepreneurial leadership. Consistent with its Benedictine heritage, the University enjoys a strong culture of hospitality and a spirit of open exchange among faculty and between faculty and students. Benedictine University is an Affirmative Action/Equal Opportunity Employer. For more about Benedictine University, go to www.ben.edu

Application Deadline: The position is posted until December 31, 2011, but applications will be accepted and reviewed until the position is filled. Priority will be given to applications received by **October 15, 2011**

Application Process: To apply, please log on to Academic Jobs Online at: <https://academicjobsonline.org/ajo/jobs/848>, complete the online application profile, and upload the following application materials electronically:

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A cover letter (1-2 pages) that includes a brief description of your interest in the position, research agenda, and teaching philosophy, Curriculum Vitae, Teaching Evaluations, Three References

Applicants receiving further consideration will be asked to submit additional information as needed. Incomplete applications will not be reviewed.

Any questions should be directed to James D. Ludema, Ph.D., Director of the Ph.D./D.B.A. Program in Values-Driven Leadership and Chair of the Faculty Search Committee, at cvdifacultysearch@ben.edu



Business Ethics Tenure-Track Faculty Position

The Tepper School of Business at Carnegie Mellon University seeks a professor in Business Ethics for tenure-track appointment at the assistant or untenured associate level, starting September 2012. Applicants should demonstrate achievement of, or potential for, excellence in both research and teaching. The new faculty member's responsibilities will include teaching the MBA core ethics requirement as well as possible courses in the undergraduate and PhD programs. Applicants with a variety of backgrounds will be considered but must possess a strong foundation in ethical theory. Possible research interests include, but are not limited to, philosophical analysis of business ethics issues, decision theory, social choice theory, and behavioral aspects of ethical decision making.

To apply, please submit application letter, vita, research papers, research and teaching statements to ethicgrp@andrew.cmu.edu or via postal service to Rosanne Christy, Business Ethics Faculty Recruiting, Carnegie Mellon University, Tepper School of Business, Room 369 Posner Hall, 5000 Forbes Avenue, Pittsburgh, PA 15213-3890. Three letters of recommendation should also be submitted to this email or postal address. Questions about the application should be addressed to Ms. Christy at 412-268-1320.

In order to ensure full consideration, completed applications must be received by December 1, 2011.

Carnegie Mellon is an equal opportunity, affirmative action employer with particular interest in identifying women and minority applicants for faculty positions.



**Applied Ethics Professor
School of Management
University of South Australia**

The school of management at the University of South Australia is seeking to appoint a full professor in applied ethics to en-

hance research and teaching in this field. The School is productive, successful and welcoming, with an active research group in integrity and governance. In the recent national research assessment (ERA) management research at UniSA was assessed as world class, and in the survey published in JBE in 2010 UniSA ranked in the top 50 for business ethics research.

Please contact the Head of School, Prof John Benson john.benson@unisa.edu.au or Assoc Prof Howard Harris howard.harris@unisa.edu.au for further information.

The announcement, application details and information about Adelaide can be found [here](#). The school website is here <http://www.unisa.edu.au/management/>

Howard Harris, Convenor, Group for research in Integrity and Governance, UniSA



FORDHAM UNIVERSITY Faculty of Business Visiting Professor position in business Ethics

The Schools of Business at Fordham University welcome applicants to fill an opening for a one-year visiting assistant professor in business ethics starting in the spring of 2012. The candidate will primarily teach the required Business Ethics course at the Gabelli School of Business. The ideal person will possess a Ph.D. in Philosophy or Management (with a specialization in Business Ethics) or; a Ph.D. in Business Ethics; or a J.D., with a significant record in business ethics research and publication. All candidates should be dedicated to excellence in teaching. A record of scholarship or demonstrated commitment to produce high quality scholarship is preferred but not required. No previous academic experience is required, but candidates should have an impressive academic record. Candidates are required to take a scholarly approach to ethical issues that arise in business settings.

Located in New York City, an exciting cultural center and a global hub of commerce, Fordham Business Schools have approximately three thousand graduate and undergraduate students enrolled on three campuses in a variety of programs with a strong focus on international business.

Applications should include: A curriculum vitae and two letters of reference, and a sample of scholarly work, if available. Applications, and any inquires or nominations concerning this position should be sent to:

Kenneth Davis
Chair, Law and Ethics
Schools of Business
Fordham University
113 West 60th Street
New York, NY 10023

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TWO FULLY FUNDED PhD-POSITIONS
Faculty of Philosophy
University of Groningen, the Netherlands.
Deadline for applications: November 16, 2011

Applications are open for research in any of the four principal research areas of the Faculty: History of philosophy, Ethics, Theoretical philosophy, and Practical philosophy.

The University of Groningen offers a salary that will range between € 2,042 gross per month in the first year up to a maximum of € 2,612 gross per month in the fourth year. The PhD position is for a period of four years, starting on **January 1, 2012** and conditional on a positive evaluation after one year.

Applications for should consist of:

- An application letter with motivation
- Curriculum vitae, including academic qualifications, grades, a list of publications if applicable, and the name and contact details of a referee
- A research proposal (maximum 1500 words) that includes research questions, methodology and research plan.
- Suitable candidates have, or will soon have completed, an M.A. or an M.Sc. in philosophy, can play an active role in the research community of the Faculty of Philosophy and are fluent in English.

Information about how to apply can be found at:

<http://www.rug.nl/corporate/vacatures/jobOpportunitiesRUG>

Since its foundation in 1614, the University of Groningen has enjoyed an international reputation as a dynamic and innovative center of higher education. The Faculty of Philosophy is a rich and lively community of excellent lecturers and researchers. The faculty has an excellent reputation, both in research and in teaching, and has a strong international orientation. For more information about the faculty see: <http://www.rug.nl/philosophy>



Strategy/Business Ethics
Rice University

The Jones Graduate School of Business at Rice University seeks qualified applicants for a tenure-track faculty position in strategy and/or ethics Rank and area of specialization are open, but assistant professor applicants are particularly sought. A Ph.D. (approved prior to beginning of the appointment) and evidence of high quality teaching and research capabilities are required. Candidates for higher ranks must have a strong publication record and an active research program. Candidates for assistant professor must demonstrate through publications and/or working papers the ability to conduct high-quality research. This full-

time position is available beginning the fall 2012 academic year. Salary is competitive. All applicants should send curriculum vitae and most recent working papers or publications no later than **December 15th** to StrategyRecruit@mailman.rice.edu or Attn: Morag Everill, Jones Graduate School of Business / MS-531, Rice University, 6100 Main Street, Houston, Texas 77005-2932. Rice University is an Equal Opportunity / Affirmative Action Employer.



Visiting Ph.D position for IESE
Copenhagen Business School

Applications for a visiting doctoral position are invited for the project "Legitimacy and Stakeholder Engagement in Hybrid Organizations", organized by the Center for Business in Society, IESE Business School and the Center for Corporate Social Responsibility, Copenhagen Business School (CBS).

- **Duration:** It is a 18-month **residential** Ph.D visiting position to be spent between IESE's campus in Barcelona and/or Copenhagen Business School. Applicants can express their preference whether to stay and work (Barcelona vs. Copenhagen) during the visiting period.
- **Job description:** The selected candidate will join a research joint-venture coordinated by Prof. Antonino Vaccaro, Academic Director of the Center for Business in Society of IESE Business School and Prof. Itziar Castello, Assistant Professor of the Center for Corporate Social Responsibility at Copenhagen Business School. The selected candidate is expected to develop and participate in a research project aimed at analyzing symbolic and substantive actions adopted by hybrid organizations to gain / recover social legitimacy. The research is empirical in nature and based on qualitative analysis.
- **Scientific Supervision:** Work will be carried out under the scientific supervision of a research team which includes Prof. Antonino Vaccaro (IESE Business School), Itziar Castello (Copenhagen Business School) and Dr. Tommaso Ramus (IESE Business School).
- **Academic training:** Candidates should have completed all required Ph.D courses.
- **Logistical and financial support:** The chosen candidate will have access to IESE and CBS facilities including libraries and online databases. She/he will be provided with office space and integrated in IESE & CBS research centres including seminars and conferences organized by the centres. Financial support includes only: a) travel tickets from and to resident location (2 in total), b) 50% discounts in the cafeterias/self services of IESEc) ad hoc bonus related to the productivity of the chosen candidate that will be granted at the end of the project (max 2,500 euros).
- **Application Documents:** Detailed Curriculum Vitae, contacts of previous and current supervisor(s), and a letter of motivation should by e-mail to Dr. Tommaso Ramus: tra-

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mus@iese.edu

- **Application Period:** Applications will be accepted from **01.11.2011 to 30.01.2012**. Candidates with adequate profile will be invited to a phone interview. Decisions will be communicated by **February 1st, 2012**.



Postdoctoral Researcher Rotterdam School of Management

The Center of Behavioural Ethics at the Rotterdam School of Management is currently looking for a postdoctoral researcher, who will be appointed for a period of three years. The position is available from January 1, 2012.

The Erasmus Centre of Behavioural Ethics (ECBE; www.erim.nl/behaviouralethics) fosters and promotes basic (social) psychological research in behavioural ethics that has implications for a wide variety of fields such as management, organizational behavior, behavioral economics and social sciences in general. The center uses a descriptive approach in understanding the psychological reality of morality within a variety of social and economic settings and addresses questions related to power, trust and distrust, leadership and decision making. The ECBE is chaired by Prof. David De Cremer and is part of an international network of academics in the field of behavioural ethics.

We are looking for a researcher who can strengthen our current research program. Successful candidates have a strong research record and have an interest in publishing in the top tier journals in social psychology, management and organizational behavior (which meet the criteria set by the research institute (ERIM) of RSM). Ideally, the candidate has a PhD in social or organizational psychology, behavioral economics, or management or a related field.

The deadline to submit applications is **November 15, 2011**. To apply, please, email a motivation letter and CV to the following address: ecbe@rsm.nl. Please include in your motivation letter also a short description of your training and describe briefly the type of research that you have conducted and your teaching experience (max. 1 page). If you want more information about the position and expectations with respect to research and teaching you can email either Prof. David De Cremer (ddecremer@rsm.nl) or Dr. Marius van Dijke (mvandijke@rsm.nl)

The chapters include how to hire ethical people, codes of ethics and conduct, ethical decision-making, ethics training, respecting employee diversity, ethics reporting systems, ethical leadership, engaging and empowering ethical employees, environmental management, and community outreach and respect.

Contemporary cases include BP, Bernie Madoff, Gold Mining, Goldman Sachs, Cigarette regulations, Fast Food and Obesity, China, and many others.

To order a teacher's copy go to <http://www.wiley.com/WileyCDA/WileyTitle/productCd-EHEP002051.html>



Book Review: *The Oxford Handbook of Interdisciplinarity* By Michael M. Kazanjian

To the extent that ethics and business ethics involve interdisciplinarity, philosophers, ethicists, and business ethicists will gain from *The Oxford Handbook of Interdisciplinarity* (HOI), edited by Rober Frodeman, Julie Thompson Klein, and Carl Micham (Oxford University Press, 2010). This 580 page encyclopedic volume marks a breakthrough in bridging disciplines and redefining interdisciplinarity. It's thirty-seven chapters are organized in five parts. The concepts flow easily, covering the information explosion and evolution through specialization toward interdisciplinarity, the interdisciplinarity of many current "disciplines," emerging interdisciplines, institutional problems in unifying knowledge, and applications of holistic thought.

The editors do not attempt a unifying theory of knowledge. Instead, they acknowledge multi-faceted, progressing, evolving perspectives of methods and contents of integration. This integrative endeavor is a "philosophical reflection on twenty-first century society." Thus, these pages can become a catalyst for the rebirth of once holistic intellectual efforts which, in the twentieth-century, fell apart into specialized subfields irrelevant to the real world. Of particular interest is Chapter 31, "Systems Thinking," where Sytse Strijbos, "Chairperson of the European Branch of the International Institute of Development and Ethics," brings into the mainstream such original thinkers as Kenneth Boulding and others involved in promoting homological or isomorphic interdisciplinarity.

For ethicists and philosophers generally researching, teaching, and otherwise affiliated with the business community, this much-needed volume will score high points in filling a massive gap defining interdisciplinarity, and bridging disciplines, as well as the social contexts of the academic and nonacademic.

ANNOUNCEMENTS

Rommel (Bombie) Salvador has recently joined the Isenberg School of Management at the University of Massachusetts Amherst as Assistant Professor of Hospitality and Tourism Management. Previously, he was Assistant Professor of Management at the University of Washington Tacoma. Bombie has an MBA from the Australian Graduate School of Management at the University of New South Wales and a Ph.D. in Management from the University of Central Florida. His research interests include behavioral ethics, diversity in organizations, and occupational health and safety training.



In January, 2012, Julian Friedland will be visiting assistant professor of business ethics at Fordham University's Gabelli School of Business. The position takes up some of the responsibilities of professors Kevin Jackson and Miguel Alzola currently on two-year leave. Friedland will teach core ethics in business courses as well as electives in the ethics of sustainable enterprise and social entrepreneurship. His background is in philosophy, obtaining his PhD at the University of Paris 1-Panthéon Sorbonne. His latest research seeks to determine what business' guiding moral norms are and should be, particularly on what grounds and to what extent ethical business can be said to have a positive social mission. email: jfriedland2@fordham.edu



SIM “Best Paper in the History of Corporate Responsibility”

The “Best Paper in the History of Corporate Responsibility” award was first given at the 2011 Academy of Management meeting in San Antonio. The award was created by the Social Issues in Management (SIM) Division. The award includes a \$500 honorarium provided for the first five years by the Center for Ethical Business Cultures (CEBC), University of St. Thomas, Minneapolis, MN, in honor of Mr. Harry R. Halloran, Jr., for his business leadership and support of ethics and corporate responsibility research.

At the August 2011 SIM Business meeting, the first award was given to Prof. Jo Crotty, Salford University, UK, for her paper titled “Corporate Social Responsibility in the Russian Federation.” The award was presented by selection committee chair, Archie Carroll, University of Georgia. Other committee members included Jim Post, Boston Univ. and Patricia Werhane, DePaul Univ.

Scholars are encouraged to submit their papers for next year’s award through the regular submission process set up by AOM and the SIM Division. The SIM Program Chair will identify a set of “finalist” papers to be evaluated by next year’s selection committee. The criteria for selection will include papers with demonstrated contributions to knowledge in history of CSR, domestically, regionally or globally. Other criteria: papers must conform to all scholarly submission requirements; demonstrate importance/significance to history of corporate responsibility; demonstrate noteworthy insights into CR thought and practice; demonstrate innovative contributions to the field; acceptance by SIM Division for presentation at the annual meeting.

