THE SOCIETY FOR BUSINESS ETHICS NEWSLETTER

Winter, 2010 *Volume XX, Number 3*

Report from the Executive Director

Jeff Frooman
University of New Brunswick

HEADS UP!

As I mentioned in the Fall Newsletter, our 2010 Annual Meeting will be held on different days than has been traditional for SBE. This coming August the main part of our program will run from *Saturday night to Tuesday noon (August 7-10)*, not Friday morning to Sunday noon. Please do make note of this! (For those curious about this change of dates, the reasons behind it were briefly given in the Fall Newsletter.) Note especially that the Saturday night keynote address that has always been the climax of our program will now be the big bang that leads off the program. (It will still be on Saturday night.)

We'll be meeting in the Sofitel Hotel, a very attractive facility located on Montreal's "Golden Mile" at the edge of the downtown and within walking distance of the Academy's big hotels.

As usual, reservations for the hotel and registration for the annual meeting will be handled through the SBE website. Clicking on the "Annual Meeting" button on the home page will take you to a page with the necessary clickable links. Those links should become operational sometime during the second half of January.

Upcoming Election

As you all know, each year the SBE membership elects a new member to the Board. This year that election will be conducted electronically. There are two reasons for this: 1) Once the process is automated, SBE will save most of the over $1000 it spends annually on postage, envelopes, and labor. 2) Members in more remote locations will be enfranchised. (Unfortunately, the mail back and forth to some countries is surprisingly slow, and in some cases the balloting would close before some members even received their ballots.)

The plan is for the election to start on February 1st. There will be a link off of the SBE website to the Philosophy Documentation Center's website, where the "mechanics" of the electronic vote are actually being handled. We'll announce the opening of the election via the website, the SBE listserv, and a direct emailing to the membership. Be on the alert for it!

Newsletter Archive

Lastly, in regard to our Newsletter project, I'd like to thank Brother Leo Ryan for supplying most of the missing newsletters that I made note of in the previous issue of this newsletter. Richard DeGeorge then stepped forward to supply the last few, and so now I think the set is complete. Thank you so much, both of you! We're in the process of scanning the issues and putting them onto the website. (To view old issues, go to the SBE homepage, click on the "Newsletter" button, and then on the clickable phrase "Archive")

CIC REPORT

Since 2006, SBE's ***Committee on International Collaboration*** has introduced SBE members to cross-cultural or global alliances of some form, or related activities that have entered the world's agenda. In this edition of the newsletter, Laura Hartman, one of the Co-Chairs of the CIC, will share some recent collaborative work in which she, Patricia Werhane and DePaul University are engaged.

In commemoration of the 350th anniversary of the death of St. Vincent de Paul, DePaul University and other branches of the Vincentian Family are establishing a pilot micro-finance project in Haiti as a response to the global challenge of extreme poverty. Microfinance, combined with educational programs and social services, has proven to be an effective instrument in transforming the lives of many who are experiencing poverty. It is anticipated that such a pilot project might serve as a model that could be followed in other places, particularly in developing economies. It also represents an effort to put into practice much of what some of us have been exploring as scholars.

The overall purpose of the project is to contribute to the economic and social improvement of the people and communities of Haiti, thereby to the reduction of poverty in the country. Specifically, in partnership with Fonkoze (the largest micro-finance institution in Haiti) and the Haitian Diaspora, DePaul will create a website that will allow Haitians living abroad and other friends of Haiti worldwide to make informed, secure and easy choices with regard to where they wish to donate or to loan funds to productive, sustainable community projects in Haiti.

This project aims to increase access to capital to both rural and urban entrepreneurs throughout all of Haiti. Examples could include a small beekeeping business that is seeking funding, scholarships needed by a university, a community farming cooperative that is striving to purchase new equipment, a project to supply books for a school, or a project to sell tablets to clean water for drinking. The site, which is expected to be fully functioning by Winter 2010, seeks to build a true community among the enterprises, the Haitian Diaspora, the larger DePaul Vincentian community and others who seek to support these ventures and this environment. We will post a notice to the listserv once it is active.

If there are other individuals or universities currently active in Haiti, or if you have any questions about this program, please contact Laura. If you have questions about the ***Committee on International Collaboration,*** or **if you would like to feature your organization or its activity(ies) in the next newsletter,** please contact either Laura Hartman (LHartman@depaul.edu) or Daryl Koehn (KoehnD@stthom.edu).

CALL FOR PAPERS AND CONFERENCES

The 6th Bentley Global Business Ethics Symposium
sponsored by the State Street Foundation:
WHAT IS SUSTAINABILITY?
Monday, May 17, 2010
LaCava Campus Center, Bentley College
Waltham, Massachusetts

Differing Perspectives on Sustainable Business Performance in the Global Context. The symposium, the sixth in a multi-year partnership, is intended to unite business and higher education in the common goal of building a strong ethical foundation from which to serve our many constituencies and communities. The event will bring together international experts for in-depth discussions of current practices and challenges in business ethics, corporate responsibility and sustainability.

Over 30 speakers and panelists from leading companies, universities and NGOs will share their thoughts on: Defining Sustainability, The Business of Peace, Strategies for Sustainable Business Practice, Critical Challenges in Sustainability, Building Sustainable Societies: The Role of Conscious Capitalism, and Managing the Sustainable Business. The program and registration details are available at www.bentley.edu/symposium.

The event is held in memory of Timothy B. Harbert, Chairman and CEO of State Street Global Advisors and Trustee and Alumnus of Bentley College.

UNIVERSITÀ DEGLI STUDI DI BERGAMO
DEPARTMENT OF
BUSINESS ADMINISTRATION
3rd BERGAMO-WHARTON JOINT CONFERENCE

STAKEHOLDER THEORY(IES):
ETHICAL BASES, MANAGERIAL APPLICATIONS,
CONCEPTUAL LIMITS

University of Bergamo, Italy
1st-2nd July 2010

The stakeholder approach to management offers a theoretical framework that aims to widen the perspective from which corporate strategies are formulated, shifting the focus away from shareholders to all those who are in some relevant way involved in the business enterprise. A basic idea in stakeholder thinking is that the company's survival and development are conditional upon its ability to take care of the network of relationships occurring among stakeholders.

There exists both confusion and controversy about the concept of a stakeholder. These problems may be traced the contentious nature of the theory and the use of the concept for conflicting theoretical and managerial purposes. It is, therefore, important to investigate the concepts and practices of stakeholder management, and to assess the prospects of giving determinate meaning to stakeholder ideas.

The essential nucleus of principles on which the stakeholder management theory (SMT) is based may not involve a specific normative core founded on comprehensive general ethical theory, but instead may involve a diverse variety of context-dependent principles. Indeed, Freeman (1994) speaks about "the reasonable pluralism" of the ethical bases of SMT and Phillips et al. (2003) mention eight different possible "normative cores" of SMT.

These considerations raise many questions from a business ethics perspective:
1) Is SMT relativist? The statement that SMT may be based on different ethical views (Freeman 1994; Phillips, Freeman and Wicks 2003) raises questions of ethical relativism; do differences in ethical views imply differences in stakeholder theories, or is stakeholder theory sufficiently expansive to embrace different ethical views?

2) What are the relationships among ethics and competitive success strategies? Is being ethical always advantageous? How does one connect ethics and competitive success in business action? What are the conditions under which SMT leads to competitive success?

3) What are the implications of SMT for different ethical bases on human rights considerations? If SMT is based on different ethical views, might there nevertheless be a common basis for human rights? Even if SMT involves a diversity of moral views, might it allow a consensus about human rights?

4) How can different ethical theories influence on the managerial application of stakeholder thinking? Can managers with different ethical and religious views cooperate using SMT as a managerial approach?

5) What are the relationships between stakeholder theory(ies) and CSR ? What kind of view of CSR can be supported applying SMT? What are the differences and the similarities between SMT and various approaches and concepts of CSR?

6) Are there alternatives to SMT that provide superior ways of dealing with the facts of moral diversity? What are the alternatives to SMT? How could one determine that SMT is false or otherwise defective? Does SMT harmfully oversimplify managerial decision-making?

The 3rd Bergamo-Wharton Joint Conference aims to address the above questions. Some tentative topics connected with these themes include:

- The nature of stakeholder theory(ies)

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BUSINESS ETHICS QUARTERLY:
SPECIAL ISSUE
HUMAN RIGHTS AND BUSINESS
DUE JULY 30, 2010

Guest Editors:

Wesley Cragg, Schulich School of Business and Department of Philosophy, York University, Toronto Canada
Denis G. Arnold, Belk College of Business, University of North Carolina at Charlotte, USA
Peter Muchlinski, Professor of International Commercial Law, School of Oriental and African Studies, University of London, UK

For most of human rights history, ensuring respect for human rights has been thought to be either the primary or the sole responsibility of nation states. In the last two or three decades, however, this assignment of responsibilities has begun to shift in some dramatic ways. Through the 1990's several influential NGO's produced reports calling on transnational corporations to assume greater human rights responsibilities. Acknowledgment of human rights responsibilities began to appear in corporate and international codes of ethics. In 2003, after five years of study and debate, the United Nations Draft Norms on the Responsibilities of Transnational corporations and Other Business Enterprises with Regard to Human Rights (2003) were prepared, presented, and debated by the U.N. Commission of Human Rights Sub-commission on the Protection and Promotion of Human Rights. Most recently, three reports of the Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises, John Ruggie, have undertaken to build the foundations of a general view of the human rights duties of businesses in relation to states.

The work of the U.N. has not connected as directly as it could to the work of scholars working on corporate citizenship, corporate social responsibility, corporate regulation or business ethics despite obvious linkages. This special issue seeks, among other things, to foster such linkages and to situate and advance theorizing about the direct, morally or ethically grounded human rights duties, if any, of corporations and other business enterprises in current business ethics scholarship and in the effects on the development of legal regulation and legal theory.

The general purpose of this special issue of *Business Ethics Quarterly,* then, is to identify, examine, evaluate and justify the human rights duties of corporations, and to examine and evaluate their foundations, or to argue against such duties. Some of the questions contributors might wish to address include:

- If corporations have human rights duties, are they ethically grounded human rights duties, or are corporate human rights duties grounded in local and international law, or are there better or different ways of understanding the nature or development of corporate duties regarding human rights?

- How are the human rights duties, if any, of corporations presently determined, how should they be determined, and what social actors (individuals or institutions) should determine them?

- If corporations have ethically grounded human rights duties, what is the nature and justification of those duties?

- Is corporate or industry self-regulation (through codes, industry associations, reports, independent audits, or other means) a useful tool for setting out and guiding corporate behavior with respect human rights?

- If corporations have ethically grounded human rights duties, what roles should national and international law play in ensuring compliance with such duties?

- What processes or means should be put in place to ensure that the human rights duties of corporations are carried out?

- Are there distinct legal, political, or social tools, systems and procedures that can and should be developed to help ensure that business duties regarding human rights are fulfilled?

- What are the main regulatory consequences of developing human rights duties for corporations and how will these shape future developments in, for example, corporate governance, corporate liability (including corporate group liability), directors' duties, shareholder responsibilities, remedies and enforcement and monitoring procedures?

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(Calls for Papers continued from page 3)

- Ethical bases, relativism and truth
- Enlightened or/and ethical management
- Stakeholder ethics and general, environmental and social accounting
- Stakeholder management and CSR
- Stakeholder management, ethics and business strategy
- The separation thesis debate
- Ethical aspects of stakeholder approach to environmental issues
- Stakeholder management and religious views
- Stakeholder management and not for profit organizations
- Skeptical views of stakeholder theory

However, any related research is welcomed, from both conceptual and empirical perspectives. Keyspeakers: Have already confirmed their participation: A.Argandoña, E.Freeman, N.Hsieh, D.Robertson, G.Rusconi, A.Strudler.

Style guidelines and publication
Length suggested for papers: not more than 8.000 words, references included. We propose using Times New Roman 12 point font and 1.5 line spacing. Employ endnotes, place page numbers in the lower right corner, and use the style guidelines of the Journal of Business Ethics for paper style and references.
The Scientific and Organizing Committees will consider the possibility to select papers for a publication in an international review or book. Further communication will be provided in the future.

Language
The official language of the conference will be English.

Conference Date and Venue
The conference will be held on July 1-2, 2010 at the University of Bergamo, Italy - Faculty of Economics and Business Administration (Via dei Caniana 2 - Bergamo).

Deadlines
- **March 1, 2010**: Paper proposal of about 500 words including references
- **April 15, 2010**: approval or rejection of the proposals
- **June 15, 2010**: Deadline for receiving full papers.

Organizer Committee:
Gianfranco Rusconi (University of Bergamo)
Alan Strudler (Wharton - University of Pennsylvania)
Silvana Signori (University of Bergamo)

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Conference secretary: Irma Mancini: irma@unibg.it

Website: All information on registration, travelling and accommodation will be published on the conference website: www.unibg.it/bwconference (under construction)

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Corporate Responsibility
Initiatives and Mechanisms

This special issue of *Business & Society* seeks to examine the following question: How do institutions and actors internal to the firm as well as external to the firm (at the sector, national, regional, and global levels) influence choices regarding corporate responsibility (CR) *mechanisms* and CR *initiatives*? We invite papers from all social science disciplines (business, economics, political science, sociology, and public policy) that explore these issues in the national, regional, comparative, or global contexts. We welcome all methodological approaches.

CR has emerged as an important source of innovation as well as a constraint on modern competitiveness. Deemed by some an altruistic giveaway beyond the economic interests of the firm (McWilliams & Siegel, 2001) CR is also considered a tangible investment toward "operating in tune with the way the world works" (Gates, 2008)—effective management reflecting investment commitments to what the organization values (Carroll, 1999; Graves & Waddock, 1994; Griffin, 2008).

CR, at a minimum, can be viewed as a cluster of a firm's policies, programs, and outcomes that are beyond the requirements of extant law. These CR initiatives may include paying wages beyond the legal minimum, healthcare benefits if not provided by the state, retirement funds, philanthropic donations, community investments, pollution abatement technologies as well as products and services that surpass regulatory requirements. In different sectors, contexts, and geographies the bundle of initiatives and beneficiaries of a firm's CR initiatives differs.

Arguably, only those beyond-compliance policies that explicitly seek to serve a broader social purpose should be classified as CR. A multinational corporation might find it economical to replicate the same technology across facilities, although the baseline legal standards may differ across jurisdictions. Hence, a technology barely meeting legal requirements in one jurisdiction might be considered beyond compliance elsewhere. Would this be classified as CR, although the intent of the corporation was to attain economies of scale in facility management? While it is important to know the actual (as opposed to declared) motivations behind an action, empirically, this is very difficult. Hence, we treat all beyond-compliance actions, irrespective of their motivations, as CR.

If one views CR initiatives as expressions of corporate strategy,

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(Calls for Papers continued from page 5)

identity, power, or dependency on specific actors and institutions, the managerial challenge becomes understanding *why* and *how* a corporation seeks to pursue CR. Organizations can choose from a menu of CR initiatives that focus on different issue areas or differentially benefit stakeholder groups. Given that resources devoted to CR are finite, how does a corporation decide which ones to pursue? These initiatives might be directed at internal actors, external stakeholders residing in the community where the corporation has a facility, investors, governments, consumers, suppliers, or citizens that are not directly impacted by the firm's value creation processes. For analytical simplicity we classify various CR initiatives in the following categories.

CR Initiatives

Functional

Human resources. These initiatives are directed toward raising the economic, social, and political opportunities for employees, contract workers, and potential employees in the workplace. They could seek to enhance employee voice, improve employee benefits, wages, working conditions, and so on. They could focus on a specific subset of employees or specific issues such as women representation, diversity, stigma, and ethnic or linguistic capabilities. Often directed toward internal stakeholders, workplace/labor CR initiatives often appeal to pools of potential employees and broader actors via the media affecting corporate reputation.

Marketing. A key activity here is encompassing new product features, for example, the introduction of seat belts by Volvo or the introduction of hybrid cars by Toyota. Consumer-oriented CR encompasses product and process innovations (e.g., less carbon, water, energy content) as well as promotion, advertising, and distribution strategies. Green marketing, passthrough philanthropy for consumers, improved product functionality (e.g., miniaturization), and new products (carbon offsets, etc.) are often the earliest evidence of consumer-oriented CR.

Supply chain. These initiatives are directed at securing the acquisition or accumulation of needed inputs. Needed inputs include access to capital, raw materials, and technology. Supply chain CR initiatives may focus on monitoring and enforcing codes of conduct; carbon, water, or energy footprints from the extended enterprise; and developing supplier innovations or securing sustainable supplies (e.g., minimizing packaging, reforestation). This includes securing permits to operate (e.g., mine site licenses, fishing permits), socially responsible funding, human rights/labor/workplace issues within the supply chain or access to nonrenewable resources.

Cross-Functional/Corporate

Development. These initiatives are directed at building social capital, creating infrastructure and capabilities in communities to build commerce, stabilize households, and improve public health, education, or general welfare. These may be directed at the local community or at the underprivileged sections of the society that may not be directly affected by the corporation. The objectives are threefold: first, to enhance the human capital; second, to improve the physical infrastructure for the underprivileged to leverage their human capital; and third, to enhance the social capital of a given community. Initiatives can range from providing tangible, bricks, and mortar resources for community events such as hospitals and schools to a transferring of skills and expertise (e.g., fundraising, project coordination, access to capital, grant writing) for enhancing community infrastructure.

Environment. These initiatives seek to generate positive environmental externalities or reduce the production of negative environmental externalities associated with producing the organization's goods and services These activities can be directed at specific actors (e.g., community groups impacted by contaminated water streams) or institutions (e.g., investors, regulators).

Corporate governance. These initiatives seek to improve corporate governance and voluntarily create new rules regulating the generation and/or the disbursement of the residual or profit. These activities could seek to provide for investor protection, new financial disclosure requirements, limits of executive compensation, and so on.

CR Mechanisms

CR initiatives can be pursued via a variety of mechanisms. Once decided what to do, how does the corporation decide how to do? How does it match initiatives with mechanisms? We identify four types of mechanisms.

Unilateral Acts

Corporations donate resources (cash, materials, employee time, etc.) to various CR initiatives. Some of these unilateral acts might be episodic whereas others might be regular investments by a corporation. A corporation may sponsor periodic community activities such as an annual parade, fireworks, or an employee volunteerism day. Alternatively, unilateral corporate investments might be directed to improving product quality, process enhancements (e.g., less carbon, water), reporting and verifying CR initiatives, or securing ethical suppliers in a timely manner. Actors and institutions may be located in far-flung locales, especially when the corporation is seeking to respond to an episodic event such as a natural calamity.

Foundations

These are sponsored by the corporation, individuals, or governmental agencies. The objective is to create a long-term institutional system to support developmental, environmental, public health, or other activities in the local community or in developing countries. Though these are also unilateral acts of giving, by establishing a foundation, the corporation institutionalizes its commitment to pursuing CR policies and physically locates its CR initiatives outside the corporation. Furthermore, these foundations tend to be managed by professionals who are typically recruited from the nonprofit community. The Ford Foundation and the Gates Foundation are two prominent examples of this genre of CR mechanisms.

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CALL FOR PROPOSALS – DUE MARCH 1, 2010
BUSINESS ETHICS QUARTERLY 2011 ANNUAL REVIEW ISSUE

Business Ethics Quarterly invites authors to submit proposals for manuscripts that provide comprehensive and insightful scholarly surveys of topics relevant to business ethics research, to be published in an annual review section of the journal during 2011. Articles in the annual review section should summarize recent important research on a topic relevant to business ethics (broadly defined), develop linkages between that topic and other important topics and issues, and provide valuable directions for future research on the topic. Work from both the social sciences and humanities is welcome; authors should consult *BEQ*'s "information for contributors" page to see the range of topics *BEQ* considers for publication (www.businessethicsquarterly.org). Proposals are due **March 1, 2010.**

Proposals should be five to ten pages long (double-spaced), not including references. Please limit references to one page, single-spaced, highlighting the most significant works in the topic area you propose to survey. Any necessary tables or charts also should be in an appendix, and should be limited in number.

Submit proposals to managing editor Elizabeth Scott at BEQmanagingedit@easternct.edu. Proposals will be reviewed by the editor and associate or advisory editors or editorial board members. Accepted proposals will then go through the process below. Strict adherence to the timeline (below) is essential in order to meet publication deadlines. Proposals will be evaluated on the following criteria:

1) Importance: The proposed review manuscript must address an important and substantial area of research, integrating a wide range of research on that topic in a way that makes a clear contribution to the advancement of theory and research relevant to business ethics. The contribution to advancing theory and research is essential; proposals that merely summarize existing research will not be accepted, and manuscripts that fail to advance theory and research will be rejected despite earlier approval of a proposal. Please note that during 2008 and 2009, *BEQ* is publishing reviews on moral identity, whistleblowing, neuroscientific approaches to ethics, organizational justice research, evolutionary approaches to ethics, and the ethics of emotional influence in organizations. Thus we are not likely to accept a proposal on one of these topics unless it takes a radically different approach to the issue. Other topics also are under consideration for 2010 publication; authors might wish to check with the journal to determine if their topic of interest already is under consideration.

2) Organization: The proposal should be clearly organized, well-argued, and engage the relevant existing research well.

3) Feasibility: The proposal should be defined precisely enough that the editors will be able to judge its feasibility with respect to the publication timeline (below).

The review and publication timeline for the annual review section is as follows; strict adherence to this timeline is essential for a successful proposal and manuscript:
March 1, 2010 Proposals due to *Business Ethics Quarterly* by email to BEQmanagingedit@easternct.edu.
April 15, 2010 Decisions on proposals provided to authors, including feedback for use in developing the initial draft of the review.
September 1, 2010 First draft of the review due.
November 1, 2010 Feedback to authors regarding first draft.
December 15, 2010 Revised second draft due, followed by publication in an annual review section of *Business Ethics Quarterly* during 2011.

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Partnerships
Corporations (as opposed to their foundations) can enter into partnerships with governments and/or NGOs, which includes different types of relationships, including bilateral or trilateral compacts. These tend to be contractually based relationships focused on achieving a specific objective (e.g., access to capital, roads built, numbers of people trained) enabling actors, institutions, and the organization to team up and coordinate skills and expertise in specific areas. The objectives can range from strengthening local communities as well as furthering economic development abroad. For example, a corporation may team up with local agriculture cooperatives and local governments to provide fertilizers, set priced seeds, and education on sustainable farming while guaranteeing a specific price for if quantity and quality demands are met.

Voluntary Programs
These pertain to collective, rule-based endeavors that a group of corporations agree to join (Prakash & Potoski, 2006). These systems can be established or managed by an industry association (Responsible Care, Fair Trade, the Equator Principles, and the Extractive Industry Transparency Initiative), NGOs (Forest Stewardship Council), or even governments (Energy Star). Voluntary programs typically seek to encourage corporations to adopt beyond-compliance policies that lead to production of positive externalities or the reduction of the negative externalities associated with its production, distribution, or marketing processes. As opposed to supporting philanthropic and charitable objectives, these programs tend to be established with regulatory requirements as the baseline.

The specific types of CR initiatives and the mechanism by which they are pursued tend to vary across countries (in a given sector) or across sectors within a given country. We suggest that the "demand for" as well as the "supply" of CR is significantly conditioned by the institutional and stakeholder environment in which firms operate. As institutional theory, resource dependence theory, and the variety of capitalism literatures suggest, regulatory and governance styles are influenced by the institutional and sectors contexts in which firms operate. Some questions papers might explore are as follows:

- How do the variations in the institutional context affect the ways business pursues CR?
- If different institutions, actors, and stakeholder sets favor or disfavor specific types of CRs, how do corporations balance competing demands?
- How do business–government and business–NGO relations influence the demands for CR and, consequently, shape the emergence and design of CR?
- Why do firms favor unilateral supply of CR as opposed to joining collective CR codes?
- Do the firm's institutional and stakeholder contexts encourage it to invest in specific areas such as environmental issues or community outreach, but not others?
- How does the organizational structure influence the choices of CR mechanisms and initiatives?
- Under what conditions do preferences of key managers bear upon the decisions regarding CR initiatives and mechanisms?
- How do multinational corporations handle the pressures from globalization and localization regarding CR initiatives and mechanisms? Under what conditions and in what ways does the parent company grant substantial autonomy to its subsidiaries in this regard?

Submission Instructions
The format of the papers must follow *Business & Society* contribution guidelines. *Business & Society* uses the American Psychological Association citation and reference system (please see any recent copy of the journal for a sample; visit http://www.sagepub.com/journalsProdManSub.nav?prodId=Journal200878).

Papers should include a 100- to 150-word abstract followed by 3 to 5 keywords. The paper itself should contain no indications of authorship. A title page containing full author contact information should be sent as a separate document to the coeditors.

Tentative Dates and Timetable
June 1, 2010: Paper to be submitted electronically to the following coeditors: Jennifer J. Griffin (e-mail: jgriffin@gwu.edu) and Aseem Prakash (e-mail: aseem@u.washington.edu)
September 1, 2010: Authors invited to revise and resubmit papers
November 30, 2010: Revised papers are due
April 30, 2011: Delivery of full set of papers and guest editors' introductory paper

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Graves, S. B., & Waddock, S. A. (1994). Institutional owners and corporate social performance. *Academy of Management Journal*, 37, 1034-1046.
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Academic Conference on Social Responsibility
July 15 -16, 2010
University of Washington, Tacoma, USA
Theme: Connecting Across the Disciplines

The growing body of research on the social and environmental impact of businesses raises new questions that span across disciplines. The Center for Leadership and Social Responsibility invites scholars to participate in a conference featuring high quality, rigorous scholarship on a wide range of social responsibility issues. The conference will showcase the most current research within the disciplines and allow participants to identify points of intersection across disciplines. Panel sessions feature distinguished scholars and academic journal editors.

Scholars Panel
Jeanne Logsdon, University of New Mexico (management)
Ronald Hill, Villanova University (marketing and business law)
Dennis Patten, Illinois State University (accounting)

Editors Panel
R. Duane Ireland, Academy of Management Journal
Steven J. Kachelmeier, The Accounting Review
Ajay Kohli, Journal of Marketing

Theoretical and empirical papers are welcomed on a wide range of topics related to social practices of businesses. The deadline for submissions is January 31, 2010. Papers may link to the conference theme "Connecting Across the Disciplines" or may focus on a specific topic related to social responsibility. Examples of research topics include, but are not limited to:

- Sustainability
- Strategic CSR
- Corporate Citizenship
- Cause-related Marketing
- Green Marketing or Management
- Reputation and Branding
- Performance Reporting
- Governance and Accountability
- Social and Environmental Accounting

For details on the conference and submitting a paper, please visit: http://cms.tacoma.washington.edu/clsr/academic-conference-social-responsibility

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23rd Bled eConference:
eTrust: Implications for the Individual, Enterprises and Society
June 20 - 23, 2010, Bled, Slovenia

The theme for this year's conference 'eTrust: Implications for the Individual, Enterprises and Society' is reflecting an ongoing discussion about fundamental considerations for the growth and stability of markets and communities: trust. As emerging digital environments generate new ways of communication and interaction between individuals and individuals and organizations based on new infrastructures there is an increasing demand for a more reliable eWorld.

New eResponsiblities have to be taken by all stakeholders of the eWorld in order to cope with emerging eRisk challenges: businesses, governments, and individuals in their multiple roles as managers, politicians, employees, parents, citizens, etc.

Actions have to be taken on both the macro and the micro level, organizational configurations, process related issues, new kind of products and services, and necessary infrastructures and technologies as well as respective policies have to be discussed.

Research papers addressing the conference theme should be original, unpublished elsewhere and no longer than 5,000 words. Detailed information about electronic submission and other issues will be available on the Conference web site. All accepted papers will be published in the Conference Proceedings on the web and on CDs (with ISBN and CIP number). Since 2001 the Bled research papers are available in AIS Electronic Library as well.

This year's conference carries two Special Interest Tracks:

- eHealth: Critical Issues in Delivering Cross-border Sustainable Healthcare Involving Patients and Healthcare Professionals (Track Chair: Nilmini Wickramasinghe)
- Regional eCollaborations - Success Factors and Impediments (Track Co-Chairs: Joze Grièar, Paul Swatman, Paul Timmers)

For additional research topics and further information please visit our website:
http://www.bledconference.org/index.php/eConference/2010/schedConf/cfp

Important Dates:
February 12, 2010: Submission of papers
April 2, 2010: Notification of acceptance
May 3, 2010: Submission of final papers

For updates please follow @BledConference on Twitter (http://twitter.com/BledConference)

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Adelphi University
Center For Complexity & Social Entrepreneurship
In association with the
Institute for the Study of Coherence & Emergence (ISCE)
The publishers of the journal Emergence: Complexity and Organization (E:CO) and a line of books on complexity including the new Complexity Science & Social Entrepreneurship: Add-

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ing Social Value through Systems Thinking, edited by the conference conveners,

Is pleased to announce the:
Second International Conference on
Social Entrepreneurship, Systems Thinking, & Complexity

April 30 to May 2, 2010
Adelphi University, Garden City, New York
(right outside of Manhattan, near JFK Airport)

Including a Film Festival on Social Entrepreneurial Programs from around the Globe

In our Center's continuing effort to advance the theoretical and practical significance of **social entrepreneurship** as a positive force for social change, in the Spring of 2010 we plan to bring together many of the leading thinkers and practitioners around the world who operate at the nexus of complexity science and social entrepreneurship.

At our last conference in April of 2008 we explored the question of whether the sciences of complexity might provide the basis for enlarging the theoretical underpinnings of social entrepreneurship and social enterprise. At that time we were seeking a foundation that would offer researchers and practitioners alike a systemic perspective that could inform their social entrepreneurial efforts. Although progress has been made, we believe that recent advances in the sciences of complex systems continue to hold great promise for an even more thorough understanding and grounding of the social processes and individual interactions that enable the success of social entrepreneurship and related activities. The results of the 2008 conference have appeared in a special issue of E:CO in September 2008 and a recently published volume which can be reviewed here: http://socialentrepreneurship.wikispaces.com/Book+Shop

At this conference we will take the next logical step. We will advance the theoretical development that was begun at the prior conference, and at the same time, seek to further engage practitioners in a process of discovery and exploration. Considerable time will be set aside for building of powerful collaborative networks aiming at the emergence of new ideas and initiatives.

During the conference, attendees will have the opportunity to share their ideas and perspectives with other experts in the field, including both complexity scholars and social entrepreneurship practitioners. We will be sharing exciting projects from all over the world, making contacts with those making a lasting difference on every continent (except maybe Antarctica), and gain a better understanding of the state of their knowledge and that of the field in each of these vital areas. We are hoping that participants will leave more energized and inspired and better prepared to further their goals in the field of social entrepreneurship.

Selected papers at the conference will be published in a Special Issue of the journal *Emergence: Complexity and Organization (E:CO).* These and other papers will also be included in another edited book to be published in 2011.

Complexity is the study of the dynamics of the diverse linkages and interactions among people, technology, and systems over time. This dynamic approach conceptualizes organizational systems as sets of agents (individuals, processes and mechanisms) that generate novel emergent outcomes out of their interactions.

Social entrepreneurship is increasingly seen as an important component of any national or global development strategy. Complexity science in general, and growing scholarship within the complex systems community are exploring organizational, social, and leadership dynamics in particular to shed additional light on social entrepreneurship.

***Systems thinking* explores the systemic dimension of organizations, communities, states, and transnational entities looking for universal principles of dynamics, functioning, and enactments.**

At this conference we are particularly interested in research that addresses the following questions that were surfaced at the prior conference:

- How can complexity science further the theoretical development of social entrepreneurship as a field of study that is distinct from either social innovation or traditional entrepreneurship? Can it provide a robust theoretical alternative to both the traditional foreign aid "development grant" approach and the "Washington Consensus"?
- What are possible typologies for social enterprises and social entrepreneurship and how can complexity thinking help with this process?
- What can complexity tell us about the nature and role of institutional and government forces in social entrepreneurship and more broadly in social change? Are there identifiable differences among developing, transition and developed economies?
- What is meant by social value creation (SVC)? How can SVC be consistently measured and various projects compared? Can a cumulative model of SVC be developed?
- What are theoretical arguments, variables and measurements that define resource productivity in a resource-limited ecology, and how might these be measured?
- Can complexity tools and ideas (for example, network theory) be useful in furthering our understanding of social isolation, its effects and useful interventions? This is a question that scales and is meaningful at the individual, group, community, cultural, national and international level.
- What is the role of differences (for example, in sustaining the cultures, language and customs of indigenous peoples) in social entrepreneurship?
- What is the role of social capital creation (for example in

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the sense of network connections, centrality and intercohesion) in furthering social entrepreneurship?

- How does social entrepreneurship relate to systemic social change and what does complexity say about this?
- How can Complex Systems Leadership Theory (CSLT) inform the leadership aspects of social entrepreneurship projects?
- Can scholarship in the social entrepreneurship arena inform research in the Complexity Sciences?

For this conference, we are interested in papers that take a complexity and systems approach to social entrepreneurship in an effort to answer the above questions and others at four levels of analysis:

- The micro-level of individual interaction;
- The meso-level of interacting agents in groups or teams, for example;
- The organization or program level; and
- The macro-level of social and cultural systems of human interaction.

Submissions: We invite theoretical analyses, empirical studies, analytical or computational modeling studies, suggestions for empirical studies, and/or practitioner-based approaches and we are particularly receptive to collaborative efforts that span different academic disciplines or fields and that introduce new methodologies or approaches.

Two types of submissions are requested: academic papers (extended abstracts or draft manuscripts) and proposals for panels or symposia as follows:

- Extended abstracts should be a maximum of four pages, single space; drafts of manuscripts should be approximately 30 pages including references and should be prepared in accordance with E:CO submission guidelines found at www.emergence.org.
- Proposals for panels or symposia should be 5 to 10 pages in length and include the names and backgrounds of presenters as well as the logic for and content included in the session. In particular, the proposal should clearly explain how and in what way it will advance the field.

Scholarships: A certain number of scholarships will be available for representatives from developing countries. These scholarships will cover all or part of the airfare, registration fee, and lodging. If you are interested, please request scholarship consideration when submitting a proposal or paper to the conference organizers.

Publication Outlets: Outstanding papers will be selected by a board of evaluators to be considered for a special issue of the peer reviewed journal Emergence: Organization and Complexity (E:CO) to be published in the Fall of 2010; additional papers will be included in an edited volume to be published in book form in 2011.

Due Dates: ***For consideration, extended abstracts or drafts of academic papers must be received by: February 15, 2010. Proposals for Panels or Symposia are due by: March 10, 2010***

Submission Guidelines: All academic paper submissions will go through a blind review process. All submissions should be prepared in Word (version 1998 or higher). Submission of a paper constitutes agreement that if the paper is accepted for presentation at least one of the authors will register to attend the conference.

Invited Special Guest Speakers: Arrangements are underway to invite world-renowned speakers in such as: public policy, economics, complexity, and social entrepreneurship, to speak at plenary sessions.

The organizers of this conference are:

- Dr. Jeffrey Goldstein (goldstei@adelphi.edu),
- Dr. James K. Hazy (hazy@adelphi.edu) and
- Dr. Joyce Silberstang (silberstang@adelphi.edu)

All are faculty members at Adelphi University. Questions about the conference, expectations, requirements, and the appropriateness of a topic, etc., can be answered by any of the organizers. An electronic copy of the submission should be sent to Dr. Hazy. Additional information and guidelines on the *Emergence: Complexity and Organization (E:CO)* journal may be obtained by its website: www.emergence.org.

Interested parties are referred to the proceedings from the last conference which are available at: http://socialentrepreneurship.wikispaces.com/Book+Shop

Conference Information: Details about the conference programs and speakers as well as information on the conference logistics, accommodations, transportation, and extra-program events in nearby New York City (easily accessible by train), will be provided later. For the latest, please check for updates on our website: http://socialentrepreneurship.wikispaces.com/Events

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Corporate Responsibility Research Conference 2010:
"Sustainability Management in a Diverse World"
Euromed Management School, Marseille, France
15-17 September 2010

Organized and hosted by Euromed Management Marseille in association with Queen's University Management School and the University of Leeds

Research in corporate responsibility and corporate sustainability has gained considerable momentum and recognition over the last two decades. Responsibility and sustainability have developed from niche topics into a widely accepted research area that is nowadays well established in the field of manage-

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ment and organization research.

One of the most striking characteristics of the research field of corporate responsibility and sustainability is related to diversity. In fact, diversity plays a two-fold role in research on corporate responsibility and sustainability. On the one side, diversity has been identified as a key element of responsible and sustainable management. Consequently, diversity plays an important role in different areas of corporate responsibility and sustainability as for instance in stakeholder management, business ethics, corporate citizenship or biodiversity. Diversity is perceived as a valuable asset in responsible and sustainable management as it represents source of enrichment and innovation. At the same time, the preservation and development of diversity of cultures, opinions, ideas, values, but also species and ecosystems is an important aspect of corporate responsibility and sustainability.

On the other side, the research field of corporate responsibility and sustainability is highly diverse. It brings together scholars from different research areas and traditions and is oftentimes situated at the crossroads of different theories and disciplines. The diversity of topics that are being researched in the field of corporate responsibility and sustainability by using a broad range of theories, approaches and schools of thought continues to attract more and more scholars that are driven by rigorous thinking that goes beyond rigid disciplinary borders. This diversity is a valuable source of inspiration and innovation and is at the root of the dynamic development of research in corporate responsibility and sustainability.

With the CRRC 2010 we would like to put particular emphasis on diversity in corporate responsibility and corporate sustainability. This covers both, diversity as an important topic in research on corporate responsibility and sustainability as well as the diversity of topics, theories and approaches within the field of corporate responsibility and corporate sustainability research. We thus welcome research from all fields and areas related to corporate responsibility and sustainability. We would particularly like to encourage submissions that touch upon diversity in corporate responsibility and sustainability from both a conceptual as well as a practical point of view. At the same time and in order to reflect the diversity within corporate responsibility and sustainability research, we are open to a wide range of topics that include but are not limited to the following:

Topics include but are not limited to:

- Business ethics
- Companies and biodiversity
- Corporate sustainability
- CSR and sustainability in SMEs
- Diversity management and CSR
- Fair trade and ethical business
- Responsible consumerism and ethical consumers
- Responsible human resource management
- Responsible leadership psychology
- Stakeholder management
- Sustainability indicators
- Sustainable business models
- Sustainable entrepreneurship

PhD Workshop
There will be a pre-conference PhD Workshop on the afternoon of 15 September. This workshop will provide a basis for in-depth exchange and discussion between PhD students as well as for feedback from a panel of experienced PhD student supervisors in the field.

Best Paper Awards
The scientific committee of the conference will review all papers presented and award two prizes for the CRRC best overall paper and the CRRC best PhD paper at the conference dinner on 16 September. Criteria for the selection process are contribution to the research field, quality of the research, innovativeness, and diversity of views.

Abstracts
Initial abstracts of a maximum of 300 words should be emailed to abstracts@crrconference.org by **31 March 2010**. Files should be sent in MS Word or PDF format, and the file name should be first author's surname. Please include names, affiliations and contact details of all authors. Abstracts will be reviewed and selected by the scientific committee of the conference. Authors will be notified of acceptance by **30 April 2010**.

Papers
The conference papers of a maximum of 6,000 words including references should be emailed to papers@crrconference.org no later than **31 July 2010**. Please note that papers will not be accepted unless speaker(s) have registered for the conference.

Important Dates
16 December 2009: Call for abstracts opens
31 March 2010: Deadline for abstracts
30 April 2010: Notification of accepted abstracts & Conference registration opens
31 July 2010: Deadline for full papers & Deadline for registration
15 September 2010: CRRC PhD Workshop
16-17 September 2010: Corporate Responsibility Research Conference

Conference Fee
BEFORE 31 MAY 2010
Regular rate: 300 euro Student fee: 250 euro
AFTER 31 MAY 2010
Regular rate: 400 euro Student fee: 340 euro

More detailed information on the conference, the venue and logistics can be found at www.crrconference.org or from the conference chair Dr Tobias Hahn at crrc2010@euromed-management.com.

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Special Issue of Business & Society Climate Change Challenging Business, Transforming Politics

Chukwumerije Okereke
Bettina Wittneben
University of Oxford, UK

Frances Bowen
University of Calgary, Canada and
University of Oxford, UK

Global climate change has become one of the most pressing issues for industry, government, and civil society in the 21st century. However, articulating the enabling institutional and political processes and the specific conditions required to achieve a response have not proved very easy. Similarly, literature has not been very precise in its attempts to capture the dynamic interactions between governments and businesses and the organizational processes by which states and corporations develop strategies to achieve the massive cuts to greenhouse gas emissions called for by scientists.

Increasing awareness of the greenhouse gas emissions implicated in economic activities and the impact of climate change on society have led to growing calls that business has both moral and commercial obligations to take the lead in the effort to combat climate change. The conventional rationale is that harnessing the financial, technological, and organizational resources of business is vital for society to develop effective responses to climate change.

In some quarters, there are demands that governments must do more to regulate industries and corporations to promote deep reductions in emissions and foster rapid changes in business practices and culture. However, amid this growing call for a change in philosophy, business is being looked on to finance economic growth and meet the rising demand for consumer goods and services worldwide. The pressure to achieve deep emission reductions and economic growth simultaneously poses challenge to business and government, particularly in the context of the current economic crisis and the ever increasing domestic and global economic competition.

At the same time, the last three decades or so have witnessed profound transformations in the global political economy landscape with deep inter- connections between the political and the economic domains. This has resulted in the blurring of the traditional divide between the private and the public as exemplified by the proliferation of unique public and private partnerships (PPP). Thus, it is now somewhat difficult to determine what and how much can be demanded from business actors, who would be best placed to demand such changes and where exactly the levers for society- wide transformations reside.

Three key research questions are the following: (a) What are the process, institutional, and organizational challenges posed by climate change to business, government, and civil society, and to what extent are these challenges transforming relationships within and between these entities; (b) How do firms seek to navigate, influence, dominate, or transform political processes addressing climate change, and what effects does this activity have on the approaches by which states and corporations develop strategies for climate change; and (c) What insights might be drawn for effective climate mitigation and adaption actions from understanding the interactions between corporate actors, policy makers, and civil society?

Our objective in this special issue is to bring together insights from strategic management, international business, organization theory, international relationships, and political economy to better understand how climate change is challenging and transforming traditional business models and political approaches. as firms do not act in isolation but rather in concert with or as part of public policy and civil society, insight is needed on business carbon strategy as part of the broad field of climate-change policy. We would encourage exploration of agency and levers for achieving the much-needed transition to low-carbon business models and society necessary to avert dangerous climate change. Focus might include the roles of individual corporate leaders, organizational culture, competitively valuable capabilities, alternate organizational forms, and sociopolitical regimes in shaping corporate strategies to address climate change.

Some of the research areas that might be addressed in the special issue include, but are not limited to, the following:

- The political drivers and implications of increased firm engagement in carbon-management strategies, carbon disclosure, carbon labeling, emerging carbon markets, and low-carbon technology diffusion.
- Climate change as a site for contestations of power by governments, state departments, business actors, and civil society groups and possible implications for business and society.
- The relationship between the political and the economic domains, and how this either facilitates or hinders state and firm actions on climate change.
- assessment of the long-term challenges posed to firms by climate change, and how this might influence the efficiency, and political or symbolic dimensions of carbon-management strategies.
- Comparative studies of firms or industries highlighting the role of organizational culture, capabilities, individual leadership, and sociocultural and political contexts in shaping corporate climate strategies.
- The precise roles of individual managers and firms in propelling structural change, global values, and approaches to climate-change policies as well as related motivations and institutional barriers.

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- What social expectations of climate-change adaptation and mitigation actions by firms are realistic given the current and likely future institutional context?
- What is the potential for fundamental structural change toward low carbon growth in society today; where do the levers for change lie; what factors might trigger changes, and in what directions are such changes most likely to occur?
- The emergence, types, and roles of unique partnerships that address climate change and implications for the intersection of business organizations and political institutions.
- The role of civil society and the media in reporting, assessing, and promoting climate-change mitigation by governments and corporations.

Submission Instructions
The format of the papers must follow Business & Society guidelines. Business & Society uses the American Psychological association citation and reference system (please see any recent copy of the journal for a sample).
Papers should include a 100-150 word abstract followed by 3 to 5 key- words.
The paper itself should contain no indications of authorship.
a title page containing full author contact information should be sent as a separate document to the coeditors.
Deadline for electronic submission to coeditors is **March 1, 2010.**

ANNOUNCEMENTS

Professor Jim Gaa has been appointed as a public member of the International Ethics Standards Board for Accountants, for a 3-year period beginning January 1, 2010. The Board is part of the International Federation of Accountants. IFAC, which is based in New York, is the global organization for the accountancy profession, consisting of 159 member bodies and associates (primarily, national professional organizations) in 124 countries.

The IESBA produces the written ethical standards that apply to accountants worldwide. According to the IESBA webpage (http://www.ifac.org/Ethics/), "The IESBA develops and issues in the public interest high-quality ethical standards and other pronouncements for professional accountants for use around the world. The IFAC Code of Ethics for Professional Accountants and Interpretations apply to all professional accountants, whether in public practice, in business, education, and the public sector. The Code serves as the foundation for codes of ethics developed and enforced by member bodies. No member body of IFAC or firm issuing reports in accordance with International Auditing and Assurance Standards is allowed to apply less stringent standards than those stated in the Code."

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- Corporate human rights obligations and practices have been criticized and assessed from various quarters and perspectives (e.g., the U.N. Ruggie Reports). What assumptions undergird these criticisms and assessments? Are these assessments conceptually sound? Do these reports properly characterize corporate and business duties or responsibilities? Are the reports appropriately informed by the extant business ethics literature?

- Do specific industries or types of companies confront unique human rights challenges that require distinct processes or means for implementation, or should all industries be expected to adhere to similar processes or means of implementation?

To address these questions, we seek a broad range of submissions—including both normative, philosophical research and theoretical or empirical (quantitative or qualitative) social scientific research— and we encourage contributions that make use of, and contribute to, one or more theoretical perspectives that find their place within business ethics or any other relevant fields of inquiry (such as philosophy, jurisprudence, regulatory theory and practice, organization studies, sociology, political science/theory, economics, etc.). Manuscripts should, ideally, make a contribution to our understanding of the human rights duties, if any, of businesses, and to the theoretical perspectives on which any proposed understanding is grounded.

Manuscripts must be submitted electronically by **July 30, 2010** using *BEQ*'s 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 blindreviewed following the journal's standard process. Be sure to indicate "special issue - human rights and business" in the "comments" section of the online submission form. For further information, contact Guest Editor, Wesley Cragg (wcragg@schulich.yorku.ca).

Note: For the purposes of this call the concepts of ethics and morality as well as the concepts of duty and obligation are used interchangeably.

Society for Business Ethics Annual Meeting
CALL FOR SUBMISSIONS
August 8-10, 2010
Sofitel Hotel, Montreal, QC, Canada
Submission Deadline: March 1, 2010

Submit electronic copies of your paper, panel or workshop proposal (MS Word or PDF preferred) to Ian Maitland (sbe.program.chair@gmail.com). Only electronic submissions will be considered.

Cover page on all submissions: Include the full title, author's name, address, phone number, FAX, and email address on the cover page. Panel proposals should identify the chair and all proposed participants by name, address, phone number, and email address.
To facilitate matching submissions with reviewers, submissions should also include a three-letter code according to the following (list at least one number from Paradigms, Application Contexts, and Methodologies but as many as apply (e.g., P-5, 11, 13; A-4; M-1, 6)). Submissions will be considered that do not "fit" any of these categories.

Paradigms
- P-1 Environmental ethics
- P-2 Comparative ethics
- P-3 Feminist ethics
- P-4 Kantian ethics
- P-5 Law & Economics
- P-6 Moral psychology
- P-7 Org Behavior/ Management
- P-8 Religious considerations
- P-9 Post-modernism
- P-10 Contract theory
- P-11 Stakeholder theory
- P-12 Utilitarianism
- P-13 Virtue ethics

Application Contexts
- A-1 Accounting
- A-2 Codes of ethics
- A-3 Corporate governance
- A-4 Corporate social responsibility/Reporting
- A-5 Distributive/Procedural justice
- A-6 Employment
- A-7 Ethical decision making
- A-8 Finance
- A-9 Global business practices
- A-10 Health care
- A-11 Social/ethical investing
- A-12 Legal/Regulatory issues
- A-13 Management programs/Practices
- A-14 Marketing/Purchasing
- A-15 Organizational culture/ Ethics programs
- A-16 Public policy/Public sector
- A-17 Spirituality
- A-18 Teaching/Curriculum
- A-19 Technology
- A-20 Unethical practices
- A-21 Whistle blowing

Methodologies
- M-1 Analytical/Conceptual/ Theoretical
- M-2 Assessment
- M-3 Case studies
- M-4 Ethnographic methods
- M-5 Experimental design (including statistical analysis)
- M-6 Empirical field work (including statistical analysis)

Paper Submissions: Repeat the full title on page one of the paper without the author's name or any other identifying information. Provide a 150-word abstract. Papers should be no longer than 30 pages (double-spaced).

Panel Submissions: You may identify panelists by name in the body of your proposal. Panel proposals should include a clear statement indicating the rationale for the panel and the format to be used. Panel proposals must also include a 150-word abstract for each participant/entry. Panels will normally be comprised of no more than three presenters plus a chair (who may also be one of the three presenters). Panels should not include discussants.

Workshop Submissions: Workshops are interactive sessions. Proposals should include a clear statement indicating the rationale for the workshop, why your research and/or expertise qualify you to give this workshop, and how you would run the workshop. There should be no more than three workshop leaders.

Multiple submissions: Individuals submitting papers and panel proposals will be limited to one paper submission and inclusion on one panel submission. (This will not prevent any presenter from also serving as a session moderator appointed by the Program Committee.

POSITIONS AND FELLOWSHIPS

David E. Gallo Chair in Business Ethics
Mendoza College of Business
University of Notre Dame

The Mendoza College of Business of the University of Notre Dame invites applications for the David E. Gallo Chair in Business Ethics. This chair, funded through an endowment established for the University by the Gallo family, is a very high-profile, leadership position within the Mendoza College and Notre Dame in an area of scholarship that is central to their respective missions.

We are interested in established scholars with strong publication records in areas broadly related to business ethics or corporate social responsibility, who show the clear promise for continued productivity and notable thought leadership in these areas. Ideal candidates will also have proven track records as teachers in these areas and will show the promise of significantly advancing the various curricula of the College. We welcome inquiries from candidates currently at the advanced associate and full professor levels. Successful candidates must qualify for the rank of full professor in one of the departments within the College, which are Accounting, Finance, Management and Marketing.

The Mendoza College is committed to excellence in scholarship and business education. It enjoys a strong reputation in the area of business ethics and corporate social responsibility. Its MBA program has regularly ranked among the top five schools in the Aspen Institute's Beyond Grey Pinstripes ratings. College wide, Mendoza has earned top 20 rankings for its MBA program, its Masters of Accountancy program, its Executive MBA program and its custom Executive programs. The College ranked second in the most recent BusinessWeek ranking of undergraduate programs in business. The College houses the Institute for Ethical Business Worldwide and the Center for Ethics and Religious Values in Business.

The University of Notre Dame, an equal opportunity employer with a strong institutional and academic commitment to diversity, endeavors to foster a vibrant learning community animated by the Catholic intellectual tradition.

Candidates should send a vita and letter of interest to the chair of the search committee:

Professor Edward J. Conlon
204H Mendoza College of Business
University of Notre Dame
Notre Dame, Indiana 46556

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JINDAL GLOBAL BUSINESS SCHOOL
O P Jindal Global University

Jindal Global Business School (JGBS) is a constituent school of O.P. Jindal Global University. JGU is a new private University located in Sonipat, Haryana within the National Capital Region of Delhi (NCR). JGU has developed a range of international collaborations with reputed universities and educational institutions worldwide. JGU aims to attract internationally accomplished faculty and excellent students. The vision of JGU is to impart global education with a view to producing world-class professionals, scholars, and academics in several disciplines. Jindal Global Business School (JGBS) is committed to facilitating free thinking and reflection upon global business issues that affect different people across the world. JGBS will begin its first academic session in 2010 and will provide a congenial environment for promoting excellence in teaching and research. JGBS will offer multidisciplinary education to foster academic excellence, global collaborations and linkages between inter-disciplinary research and teaching.

The JGBS Faculty Appointments Committee now invites detailed expressions of interest from distinguished business education academics and management practitioners for the following positions:

Professors, Associate Professors and Assistant Professors
Areas: Marketing, IT & Systems, Human Resource Management, Finance, Organizational Behavior, Quantitative Management, Consumer Behavior, Communications, Strategic Management and Entrepreneurship

It is expected that the faculty appointed by JGU will be involved in curriculum design, teaching core and elective courses, running executive education programme, and consulting assignments and conduct scholarly research.

Qualifications:
Applicants should have a PhD from a premier institution with outstanding academic and research track record and good teaching experience. International qualifications, teaching and research experience will be desirable.

Remuneration
An internationally competitive salary and benefits package will be offered. JGU is an equal opportunity employer and will provide HRA/campus housing to its academic staff which will be part of the remuneration package.

To know more about another constituent school of JGU, Jindal Global Law School and its faculty please visit: http://www.jgls.org/lawschool/faculty.asp
Please send your detailed CV, along with two of your best published research papers and names of three referees to:
Dr. Dwarika Prasad Uniyal
Advisor,

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Jindal Global Business School,
O.P.Jindal Global University,
Jindal Centre, 12,Bhikaji Cama Place,
New Delhi-110 066, India
Email: dwarika.jgbs@gmail.com

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Faculty Position in the Sustainable Built Environment: Ecological Assessment and Design

The University of Michigan's School of Natural Resources and Environment (SNRE) is seeking a candidate to fill a full time, nine-month, tenure track assistant professor position to contribute to research and teaching on the Sustainable Built Environment, with a particular emphasis on Ecological Assessment and Design of urban environments, structures and infrastructure. We seek candidates with expertise in theories and methods of assessment, modeling, performance measurement, visualization and other approaches that can help decision makers in urban areas achieve higher levels of sustainability. We are purposely casting a broad net recognizing that important perspectives are provided by a wide range of expertise, including -- but not limited to -- industrial ecology, ecological planning and design, ecosystem services and valuation, and systems engineering.

The School of Natural Resources and Environment is a research-oriented interdisciplinary professional school focused on the development of new knowledge, policies, designs and management strategies for the protection and stewardship of the Earth's resources. Our common mission is to contribute new science, visionary leadership and trained professionals to help societies move in a more sustainable direction. Set within a major research university, SNRE provides a model of interdisciplinary applied research and a focal point of research and teaching on sustainability. The faculty of the School is diverse, with natural scientists, social scientists, engineers, planners and designers working together in an integrative setting. Our current student body includes 450 M.S. students and 70 doctoral students.

This position is being created through the President's new Interdisciplinary Junior Faculty Initiative which created a cluster of three positions focusing on the Sustainable Built Environment within SNRE, the Department of Civil and Environmental Engineering (CEE) and the Taubman College of Architecture and Urban Planning (TCAUP). More information can be found at: http://www.sbe.umich.edu.

Responsibilities

Research: The successful candidate is expected to establish a strong program of scholarship that contributes to expanding knowledge in the faculty member's discipline and to the interdisciplinary problem-focused mission of both the School and the built environment cluster.

Teaching: Two courses plus a graduate seminar. The position allows some latitude for the candidate to innovate the topic and design of those courses. While teaching responsibilities are primarily at the graduate level, undergraduate teaching is also encouraged.

Guiding and mentoring graduate students: The new faculty member will participate in the academic counseling of graduate students and supervise doctoral and master's students including those involved in integrative, group-based master's projects.

Service and collaboration: The new faculty member will contribute to the stewardship of SNRE, the built environment cluster, the University and relevant professions.

Qualifications

Applicants should have completed a Ph.D. in architecture, economics, engineering, environmental and ecological sciences, landscape architecture, or related interdisciplinary fields. A record of independent peer-reviewed scholarship is important; postdoctoral and teaching experience is preferred. Evidence of prior work in ecological assessment and design is desired.

Application materials should include a letter of application, statements of research and teaching interests and experience, curriculum vitae, up to three publications or working papers, and three letters of reference.

Materials should be addressed to
Jennifer Knauf,
Sustainable Built Environment Search Committee,
School of Natural Resources and Environment,
University of Michigan,
440 Church St.,
Ann Arbor, MI 48109-1041
or via email: SustainableBuiltEnvSearch@umich.edu. Review of applications will begin after December 1 and will continue until suitable candidates are found.

For further information about the School of Natural Resources and Environment, go to: www.snre.umich.edu; The President's Interdisciplinary Junior Faculty Initiative: http://www.umich.edu/pres/committees/interdisc.html; The Department of Civil and Environmental Engineering: http://cee.engin.umich.edu/; The Taubman College of Architecture and Urban Planning (TCAUP): http://www.tcaup.umich.edu/; The Erb Institute for Global Sustainable Enterprise: http://www.erb.umich.edu/; The Graham Environmental Sustainability Institute: http://www.graham.umich.edu/; The Center for Sustainable Systems: http://css.snre.umich.edu/.

The University of Michigan is an equal opportunity employer, and individuals from under-represented groups are encouraged to apply.

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Department of Philosophy
Tilburg University

The Department of Philosophy at Tilburg University invites proposals from suitably qualified candidates for PhD research in the areas of meta-ethics, normative ethics or business ethics. The successful proposal will be put forward by the Department and the candidate to the national funding body for postgraduate research in the Netherlands, the NWO. If the proposal is accepted by the NWO the successful candidate will be offered a PhD position that is equivalent to a 4 year fully funded position.

Suitably qualified candidates must have a master's degree or equivalent in philosophy and an interest in working in an international and interdisciplinary research environment.

The department and the selected candidate will jointly submit the PhD research proposal to the NWO by 1 March 2010. At this stage the successful candidate is required to commit to Tilburg as his or her first choice of graduate school and to withdraw other postgraduate applications.

The salary for a full-time employment agreement (1,0 full time equivalent) starts at 2.042 Euro gross a month in the first year and rises incrementally to 2.612 Euro gross a month in the final year.

Candidates are invited to write a PhD-research proposal and submit a letter of interest and curriculum vitae that includes the name of two referees.

Please send your proposal, cv and letter of interest to
Tilburg University,
Faculty of Humanities,
Department of Philosophy,
c/o P & O,
Warandelaan 2,
P.O. 90153, 5000 LE Tilburg, The Netherlands,
or email to solliciterenGW@uvt.nl.

The deadline for applications is 15 February, 2010. Please mention callnumber 500.10.05 in your letter. Informal enquiries may be directed to Professor A. Thomas (email: AThoma1@tulane.edu).

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Fields Chair in Ethics and Corporate Responsibility
McCoy College of Business
Texas State University-San Marcos

The McCoy College of Business Administration at Texas State University, San Marcos (http://www.mccoy.txstate.edu) seeks applications for the Jerry D. & Linda Gregg Fields Chair in Ethics and Corporate Responsibility.

Candidates must hold a PhD/DBA in management or marketing (or a closely related business area) from an AACSB accredited university. Additional qualifications include an outstanding research record, an ongoing research agenda in business ethics and/or corporate responsibility, a distinguished teaching record at both the undergraduate and graduate levels, demonstrated leadership in the business community, and an exceptional service record. Experience in securing grant funding is desirable. Qualifications must be appropriate for appointment as a tenured professor in the Department of Management or the Department of Marketing.

The Fields Chair will teach two courses each academic year and be expected to advance the McCoy College's mission, to serve as a mentor for faculty, to enhance the integration of ethics and corporate responsibility throughout the college curriculum, and to promote understanding of business ethics through research, teaching, and service activities in the academic and business sectors.

Applicants should send a completed Faculty Employment Application—available at http://facultyrecords.provost.txstate.edu/faculty-employment/application.html—a curriculum vitae, a letter describing teaching philosophy and research agenda, contact information for three references (including phone numbers and email addresses), and two samples of publications. All materials must be submitted electronically, using Microsoft Word documents or PDF files, to FieldsChairSearch@txstate.edu, addressed to
Professor Michael Hennessy, Chair,
Fields Chair Search Committee,
McCoy College of Business,
Texas State University-San Marcos.

For full consideration, all application materials must be submitted by **March 15, 2010**. Review of applications will begin **March 15, 2010**, and continue until the position is filled. Preferred starting date is fall 2010. For more information, please visit: http://facultyrecords.provost.txstate.edu/faculty-employment/faculty-employment/2010-58.htm

Texas State University-San Marcos is an Equal Opportunity, Affirmative Action Employer

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Loyola Marymount University
Los Angeles, CA

Assistant/Associate Professor of Management with a focus on Sustainability within the Business and Society/Social Issues in Management area. Applications are invited for a tenure-track position in Management at the rank of Assistant or Associate Professor. A secondary area of teaching interest in another area within the Management discipline is also desirable, preferably in the area of strategy or international business. Prior

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BOOKS, JOURNALS & MULTIMEDIA

Ethics and the Business of Biomedicine
Denis G. Arnold, ed.
Cambridge University Press, 2009.

During the last thirty years we have witnessed sweeping changes in health care worldwide, including new and expensive biomedical technologies, an increasingly powerful and influential pharmaceutical industry, steadily increasing health care costs in industrialized nations, and new threats to medical professionalism. The essays collected in this book concern costs and profits in relation to just health care, the often controversial practices of pharmaceutical companies, and corruption in the professional practice of medicine. Leading experts discuss justice in relation to business-friendly strategies in the delivery of health care, access to life saving drugs, the ethics of pharmaceutical company marketing practices, exploitation in drug trials, and undue industry influence over medicine. They offer guidance regarding the ethical delivery of health care products and services by profit-seeking organizations operating in a global marketplace, and recommend pragmatic solutions to enhance organizational integrity and curb medical corruption in the interest of patient welfare.

(Continued from page 18)

teaching and industry experience are valued. Opportunities exist for summer research grants, additional teaching income (e.g. executive education and summer school), underwritten travel to professional conferences, and other international travel.

At the Assistant level, a Ph.D. or DBA in Management or a related area is required along with evidence of teaching effectiveness and research potential. At the Associate level, candidates should also have a record of successful research and publication. While the appointment involves teaching at both the undergraduate and MBA levels, candidates with an interest and/or prior experience in executive education (e.g. our EMBA program) are encouraged to apply. (All employees, as well as candidates for this position, must show employment eligibility verification as required by the U.S. Immigration and Naturalization Service.)

Position Available: August 2010 or January 2011

Salary: Competitive

Loyola Marymount University is a culturally diverse Jesuit institution founded in 1918 located a mile from the Pacific Ocean on a bluff in a scenic campus environment. With a faculty of approximately 350, the University's enrollment exceeds 6,000 students, of which some 1,500 graduate and undergraduate students are enrolled in the College of Business. Women and minorities are strongly encouraged to apply as Loyola Marymount University is an Equal Opportunity/Affirmative Action Employer. Additional information about the University, College of Business Administration and campus can be found at http://www.lmu.edu.

CONTACT: Applicants should send their curriculum vitae, evidence of teaching effectiveness, letters of reference and a sample of research work by **March 15, 2010** to
Dr. Edmund Gray, Chair,
Sustainability Position Search Committee,
College of Business Administration,
Loyola Marymount University,
One LMU Drive,
Los Angeles, CA, 90045

SBE @ APA

The Society for Business Ethics continues its collaboration with the American Philosophical Association with group sessions at the following divisions of the APA:

Central Division
Thursday, February 18th 5:00 p.m. to 7:00 p.m.
Palmer House Hilton, Chicago, IL

Topic: From Hired Hands to Co-Owners: Compensation, Team Production, and the Role of the CEO

Author: John Boatright (Loyola University-Chicago)

Comments: Kevin Gibson (Marquette University)
Waheed Hussain (Wharton School, University of Pennsylvania)

All are warmly encouraged to attend.

Pacific Division
Saturday, April 3, 2010, 8:00-10:00 p.m.
Westin St Francis, 335 Powell Street, San Francisco, CA

Topic: Author-Meets-Critics: Marvin Brown, *Civilizing the Economy: A New Economics of Provision*

Chair: Carlo Carrascoso (University of Redlands)

Author: Marvin Brown (University of San Francisco)

Critics: Andrew Gustafson (Creighton University)
Jessica Ludescher (Seattle University)
James O'Toole (University of Denver)

Society for Business Ethics
c/o Banta Center for Business, Ethics and Society
University of Redlands
School of Business
1200 East Colton Avenue
Redlands, CA 92373
USA

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