



THE SOCIETY FOR BUSINESS ETHICS NEWSLETTER

Fall, 2010

Volume XXI, Number 2

Report from the Executive Director

Jeff Frooman

University of New Brunswick

I'd like to start my report by thanking Ian Maitland, our Program Chair this past year, for the very successful Annual Meeting that took place August 7-10. The program was full of well-received papers that made for an exciting several days in Montreal. We're all back from that very enjoyable conference and there is much to report and much to think about for this upcoming year

Next Year's Meeting: We reconvene next summer in San Antonio, Texas. Based on feedback from the membership at Montreal we're moving to a schedule much closer to what we've traditionally used. The plan is for the main part of the meeting to run from Saturday morning, August 13th, through Sunday evening August 14th. Some preliminary sessions will take place Friday afternoon, and the *BEQ* Editorial Board will meet Monday morning over breakfast. More details will be forthcoming as this year progresses.

Lifetime Achievement Awards: For the second year, lifetime achievement awards were bestowed on two members. Al Gini, of Loyola University Chicago, was honored with the Distinguished Service Award, for the 20 years of work he has devoted to *Business Ethics Quarterly*. In fact, Al has been with *BEQ* since its inception. Ed Freeman, of the University of Virginia, won the Outstanding Contribution to Scholarship award for his work in stakeholder theory. His well-known book from 1984 is amongst the most widely cited sources in our field. Our organization is proud to have such members contributing to the field of business ethics.

Re-appointment of *BEQ* Editor: I'm pleased to announce that Gary Weaver, the Editor-in-Chief of SBE's journal, *Business Ethics Quarterly*, has been re-appointed for an additional three-year term. Gary completed his initial five-year term this August, and was agreeable to staying on while we work through a transition to a new editor. On behalf of the entire Board, I would like to extend our thanks to Gary for the enormous amount of effort he has already put into the journal these past five years, and express our gratitude for his willingness to stay on for another couple of years.

Membership Report: Below I've provided eight year's of membership data that has been compiled by the Philosophy Documentation Center, which coordinates our membership enrollments. In general, the numbers show a decline in membership, which is not particularly surprising given the struggling economies both in the U.S. and abroad, and the resulting cutbacks many universities have made to re-

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imbursements for professional memberships and travel. Still, the Board is somewhat concerned with the decline and is preparing its first survey of the membership, to be completed sometime during this academic year. The Board members want to make sure they are aware of the general membership's interests, so that the organization will be able to best serve the membership, and to make sure the organization remains viable for many years to come.

Year	2003	2004	2005	2006	2007	2008	2009	2010
Individuals	456	463	472	475	478	471	322	235
Individuals >\$100k							131	185
Students/Retirees	100	113	121	147	127	121	128	110
Total	556	576	593	622	605	592	581	530
Institutions Print	408	414	424	410	399	394	385	349
Institutions Online							2	14
Total	408	414	424	410	399	394	387	363

Amendments to the Bylaws: At our Business Meeting the membership was asked to approve a series of amendments to the Bylaws. Though they appeared voluminous at first glance, many corrected more mechanical issues that had arisen over several years. The membership present approved the changes 21-0-1 (for-against-abstain). These changes can be categorized into five areas:

- Completing the integration of the Treasurer's position fully into the Bylaws. The separation of the treasury function from the Executive Director's position was approved by the membership in 2008; however, there were several sections of the Bylaws that failed to reflect the new role. In all, five sections required amendment (Article III, Sections 2, 10, and 13; Article IV, Sections 1 and 3).
- Revising the responsibilities and fiscal authority of the Editor-in-Chief of *Business Ethics Quarterly*. The changes eliminate certain ambiguous language relating to editorial selection. (Article IV, Section 4)
- The designation of the role of Immediate Past President. Though the individual having just served as President has continued to play a role on the Executive Board, that role was not a formal one. The addition of the Immediate Past President also specifies that he or she will hold the responsibility as Chair of the Nominating Committee. (Article III, Sec-

(Report from the Executive Director Continued on page 3)

tion 3; Article IV, Section 1 and (new) 8).

- Clarification that electronic forms of voting and communications are acceptable. Though electronic voting was approved by the membership in 2009, there were several other sections of the Bylaws that had not reflected that decision. (Article II, Sections 2 and 6; Article III, Section 4)
- Conforming the shortened name of the Society for Business Ethics to the “Society.” Over the years various changes to the Bylaws caused the organization to be variously designated as the Society or the Corporation. There were more than fifty instances of this mechanical change.

The adopted Bylaws are available for your review on the Society’s [website](#). They can be found in the “About Us” tab.

CIC REPORT

SBE’s Committee on International Collaborations

Since 2006, SBE’s *Committee on International Collaboration* has introduced SBE members to cross-cultural or other global alliances or related activities that have entered the world’s agenda. The purpose of this edition’s discussion is to introduce you to the *proposed* Australasian Business Ethics Network (AUSBEN).

If you have any 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](#) or [Daryl Koehn](#) (*note new email address*).

The Australasian Business Ethics Network (AUSBEN) represents a proposal for a promising venture to be discussed among all who are interested at its Inaugural Meeting on December 1, 2010, at the Metropole Hotel, in Fitzroy, Melbourne, Australia.

Its organizers and founders explain the origins of AUSBEN, its objectives and processes as follows:

“We believe that a significant amount of important thinking on questions on the ethics of business is taking place in Australia and New Zealand. We also believe there are issues specific to this region which are vitally important to business ethics, such as multi-culturalism, immigration, indigenous Australians and tangata whenua of New Zealand, political relationships both regionally and with the US and UK, colonial legacy, climate, drought and dependency on natural resources.

“We invite interested parties to meet in Melbourne to discuss the proposal to establish a network that will connect academics, business practitioners and government and non-government actors and will provide informational resources for more informed and more ethical business practice. This meeting will take place on the afternoon of 1 December 2010, immediately following the Australasian Caucus of the Standing Conference for Organisational Symbolism ([ACSCOS](#)), the theme of which will this year be ‘Heat’.

“The proposed Australasian Business Ethics Network (AUSBEN) is inspired by and will be connected with the European Business Ethics Network. In particular, it will stress work on questions that are of political importance and that are challenging and strongly grounded theoretically. It will be an open network for the free exchange of ideas, in the best tradition that stresses responsibility, ethics, and critique.

“We invite abstracts, which should be submitted in the form of a Word attachment of no more than one page that includes a statement of research or practical interest in such a network and indicates what particular issues might be useful and important to discuss. This page should also include full contact details and affiliation. Expressions of interest should be submitted by email to [Michelle Greenwood](#) or to [Jan Schapper](#) no later than November 1, 2010.

“At this inaugural meeting it is proposed that we share our ideas and interests, and gauge if there is sufficient interest in the establishment of a network that would hold an annual standing conference and any other activities.”

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The individuals involved in this effort include:

- Michela Betta, Swinburne University of Technology, Melbourne
- Subhabrata Bobby Banerjee, University of Western Sydney, Sydney
- Stewart Clegg, University of Technology, Sydney
- Michelle Greenwood, Monash University, Melbourne
- Brad Jackson, University of Auckland, Auckland
- Campbell Jones, University of Leicester, UK
- Kate Kearins, Auckland University of Technology, Auckland
- Craig Prichard, Massey University, Palmerston North
- Carl Rhodes, University of Technology, Sydney
- Jan Schapper, Monash University, Melbourne (LaTrobe University from 26 July, 2010)
- Deirdre Tedmanson, University of South Australia, Adelaide
- Sara Walton, University of Otago, Dunedin
- Edward Wray-Bliss, University of Technology, Sydney

funds for the Society’s operations. (Please note that although the Society’s fiscal year-end is December 31, this presentation, consistent with the financial review, assumes a June 30 year-end; the quarter-end closest to the Annual Meeting date.)

Focusing on our revenues, the totals are fairly flat for the periods 2009 to 2010. But the devil’s in the details as can be seen by drilling down into the sources of revenue. Dues, though fairly level over the two years, showed a significant switch between those members in the over \$100,000 compensation category and those under \$100,000. For various reasons, a goodly number of members corrected themselves into the over \$100,000 grouping in 2010. You don’t have to be a mathematician to recognize that if there is an increase in those paying a higher dues amount, but total dues stays flat, it arithmetically confirms that our total membership ranks have dropped; Jeff Frooman speaks to this elsewhere in the Newsletter.

[Report from the Treasurer](#)

Bob Krug
St. Joseph’s College
2009/2010 Financial Review

I had several people comment on the financial review I did back in Chicago. It seems that starting the review by saying, “You know, we’re doing okay”, set a positive tone. With that the case I decided to start things the same way since, “You know, we’re doing okay.” Let me summarize the more important points from my financial review at the Annual Meeting in Montreal.

Beginning with our cash balances, the Society ended June 2010 with balances of \$124,600, compared to \$132,600 the previous year, but comfortably higher than 2008’s \$118,500. Though there are several factors causing this drop in cash, fundamentally it can be attributed to a very expensive Annual Meeting in Chicago (further discussed later). Irrespective, the June 2010 balance provides a comfortable level of

Revenue	Year Ended June 30	
	2010	2009
Dues	\$ 40,920	\$ 40,450
Institutional subscriptions	62,124	68,897
BEQ royalties and related	46,416	63,643
Gross revenue	149,460	172,990
SBE distribution at 35%, excl. Misc.	53,775	60,832
Annual meetings	28,455	20,300
Interest income	915	1,062
Total revenue	\$ 83,145	\$ 82,194

Moving onto our distributions through the Philosophy Documentation Center (PDC), institutional subscriptions of *BEQ* are down by about \$6,800 and primarily reflect across-the-board budget cuts in libraries. More pronounced is the \$17,000 drop in royalties. Yes, the economic malaise has had an impact here. More so, however, is that 2009 was *so good*; that period contained several one-time royalty receipts that, by definition, did not reappear in 2010. So when you compare the two periods, 2010 looks just that much worse. (As a further means of comparison, our 2008 royalties were \$42,900. So we are actually on par with prior years.) With all this, our PDC distribution from 2009 to 2010 was down by just about \$7,000. Happily, more than offsetting this

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was an excellent showing of members attending the Chicago Annual Meeting. The \$8,000 increase in meeting revenue reflects a boost in paid attendance from 182 in Anaheim to 212 in Chicago, with similar results in Presidential Luncheon attendance. Lastly, interest income reflects the effect of lower balances in the bank, but primarily the lower interest rates we are all dealing with.

Moving to the Society's costs, the focus is on the Annual Meeting hotel charges. Noted previously in explaining the drop in cash balances, Chicago was a very expensive meeting venue. All hotel categories from food and beverage, to gratuities, to – especially – audio/visual support were more costly. This is all the more apparent when you compare Chicago to the 2009 meeting in a much more reasonable Anaheim. (With this said, first indications from Montreal are that cost levels were much closer to Anaheim. Kudos to Jeff Frooman!)

Costs and Net Excess/Deficit ¹	Year Ended June 30	
	2010	2009
Annual meetings:		
Hotel charges ²	\$ 65,614	\$ 40,507
Other annual meeting costs	12,869	10,088
Sponsorship	(4,000)	(4,000)
	<u>74,483</u>	<u>46,595</u>
Deposits for future annual meetings	10,296	-
Other costs	11,069	15,915
Total costs	<u>95,848</u>	<u>62,510</u>
Total revenue	<u>83,145</u>	<u>82,194</u>
Net excess / (deficit)	<u>\$ (12,703)</u>	<u>\$ 19,684</u>

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

² The 2010 hotel charges include a \$7,000 deposit paid in 2009.

The increase in other Annual Meeting costs is mainly due to higher awards and travel assistance (there were more Founders' Award winners in 2010 than the previous year), along with the cost of a complete redesign of the Annual Meeting program. Finally (honest!), other costs include the Newsletter, amounts relating to *BEQ*, web maintenance, and administrative costs. The reduction in costs from 2009 to 2010 is due to the move from paper Newsletters to online availability (hats off to Jeffery Smith and Vanessa Siliezar!), as well as lower *BEQ* costs due to the timing of a payment for the Editorial Express software license.

Putting *all* of these together we had a \$12,700 deficit for the year ended June 2010, but with gathering indications that we will reverse this in 2011. So all in all, you know, we're doing okay.

It would be remiss of me to not extend a major note of thanks to Pam Swope of PDC for her continued and always speedy support. And should you have any questions of a financial nature, feel free and to contact [Bob Krug](#).

ANNOUNCEMENTS

Wayne Buck has been appointed Assistant Professor of Business Ethics at Eastern Connecticut State University. He has a Ph.D. in philosophy from Yale University and an MBA from the Wharton School of Business. For the previous 20 years he has been an entrepreneur, founding, growing and reviving multiple businesses and not-for-profit organizations. He has taught at Yale University, University of New Haven, Carleton College, Southern Connecticut University, St. Joseph College and Albertus Magnus College. At Eastern, Professor Buck will be teaching primarily business ethics courses."



Dr Ros Haniffa has recently joined the University of Huddersfield Business School as Professor of Accounting & Finance. Dr Haniffa's expertise on business ethics, governance and Islamic accounting & finance make her a valuable addition to the Financial Ethics & Governance Research Group, directed by Dean of the School, Professor Chris Cowton. Dr Haniffa has published widely in leading journals in accounting and business ethics, and she is Joint Editor of the Journal of Islamic Accounting and Business Research. She was included in the list of Muslim Women Power List 2009 by the Equality & Human Rights Commission, UK.

CALL FOR PAPERS AND CONFERENCES

2011 EBEN Research Conference

DOES INTEGRITY MATTER?
Dublin City University, Ireland 8-10 June 2011

Aim of the Research Conference

This conference will be organised by the Institute of Ethics at Dublin City University, DCU Business School and EBEN-Ireland. It focuses on integrity. Possible topics of interest include, but are not limited to:

Global financial crisis: lessons to be learnt
Recovery of trust and reputation
Integrity and leadership
Responsibility for future generations
Values as a basis for international business
Whistleblowing
The role of regulation
Corporate governance
Stakeholder relations
Quis custodiet ipsos custodes?

Language

The official language of the conference is English.

Submission of abstracts

The programme of the conference includes plenary sessions as well as parallel sessions. Academics and practitioners wishing to present a paper at the conference are invited to submit an abstract (500 words maximum) accompanied by a short biographical note (100 words) and full mailing and e-mail addresses **before February 1, 2011**. Papers that respond to the topics indicated or other topics related to the theme of the conference are particularly sought. The Scientific Committee will select abstracts for oral presentation. Notification of acceptance for presentation will be given by February 28, 2011. Please send abstracts (through E-mail) to:

Professor [Bert Gordijn](#), Chair of Ethics, Institute of Ethics, Dublin City University, Ireland
Secretary EBEN-Ireland



Australasian Business Ethics Network (AUSBEN)
Inaugural Meeting, 2.00 pm – 5.00 pm 1 December 2010
Metropole Hotel, 44 Brunswick Street, Fitzroy

We believe that a significant amount of important thinking on questions on the ethics of business is taking place in Australia and New Zealand. We also believe there are issues specific to this region which are vitally important to business ethics, such as multi-culturalism, immigration, indigenous Australians and tangata whenua of New Zealand, political relationships both regionally and with the US and UK, colonial legacy, climate,

drought and dependency on natural resources.

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Sara Walton, University of Otago, Dunedin
Edward Wray-Bliss, University of Technology, Sydney

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BUSINESS & SOCIETY
Special Issue
Call for papers – August 2010

The Social Performance and Responsibilities of Entrepreneurship

Guest Editors:

Mark Casson; University of Reading, UK

Stephen Pavelin; University of Reading, UK

Entrepreneurial behavior enacts change. An entrepreneur may start-up a company that, when entering a market, broadens consumer choice and intensifies competition for market share among providers. Furthermore, entrepreneurship can drive the introduction of new products, improved versions of old products, efficiency gains in production processes, innovative business models and paradigm-shifts in corporate culture. It is straightforward that such fruits of entrepreneurial spirit can result in social benefit – new products that please consumers, a disruption of an established competitive balance among incumbents that drives down prices, technological change that extends production possibilities, and so on. However, this circumstance does not imply that entrepreneurship is necessarily bound to make some positive contribution to social welfare.

In highlighting productive and unproductive (even destructive) roles of entrepreneurship, Baumol (1990) notes that “if entrepreneurs are defined, simply, to be persons who are ingenious and creative in finding ways that add to their own wealth, power, and prestige, then it is to be expected that not all of them will be overly concerned with whether an activity that achieves these goals adds much or little to the social product” (pp. 897-898). Entrepreneurial behavior guided by self-interest may channel into whichever activities maximize private gain, even if they include socially harmful rent-seeking, dirty tricks against rival companies, deceptive marketing, tax evasion and (perhaps more subtly) even the promotion of intensified rivalry in economic relationships to the possible detriment of social cohesion.

This reality presents a question: What are, and what factors determine, the effects of entrepreneurship on corporate social performance (CSP)? The extant literatures on social and environmental entrepreneurship have highlighted and evaluated an emergent tendency for entrepreneurship guided by a stated intention to build-in a regard for social and/or environmental issues as a core component of adopted business models. Has this tendency made entrepreneurship, and corporate conduct in general, more socially beneficial? More generally, is entrepreneurial behavior socially productive, and how might institutional reform promote a channeling of entrepreneurial spirit away from less than productive endeavors?

This planned special issue will discuss the impacts of entrepreneurial behavior on social welfare and also assess the responsibilities of entrepreneurs in relation to social and environmental

issues. Some research questions that might be addressed in this special issue include, but are not limited to, the following:

- What are the social responsibilities of an entrepreneur?
- How does entrepreneurial behavior affect the welfare of society in general and perhaps certain stakeholder constituencies in particular?
- What factors determine the impacts of entrepreneurship on social and environmental issues?
- How do institutional factors influence the manner in which entrepreneurial efforts are distributed across productive, non-productive and destructive behaviors?
- Can public policy reform promote a greater prevalence of socially beneficial entrepreneurship?
- To what extent have documented trends of social and environmental entrepreneurship brought an improvement in corporate social performance at the firm-, industry-, regional- or global-level?
- Has the manner in which corporate social responsibility is understood and practiced undergone significant change that reflects the entrepreneurial introduction of innovative business models?
- Does the prevalence and strength of entrepreneurial spirit affect the development and maintenance of social cohesion?

This special issue is open to papers from various academic disciplines that are conceptual, theoretical or empirical in nature and present new insights on the social responsibilities of entrepreneurship and the effects of entrepreneurial behavior on CSP.

Possible topics are the following:

- The social responsibilities of entrepreneurs;
- The social performance of entrepreneurial behavior;
- Unproductive and destructive entrepreneurship;
- Social and environmental entrepreneurship.

SUBMISSION INSTRUCTIONS

Due Date: **February 28, 2011**

Contributors are requested to submit full papers electronically to the corresponding guest editor, Dr. [Stephen Pavelin](#) no later than February 28, 2011.

(Special issue submissions should NOT be loaded to the manuscript central online system for regular submissions.) Submissions to the special issue should follow the *Business & Society* manuscript submission guidelines outlined on the journal's website at <http://bas.sagepub.com> (then click on 'Submit a Manuscript'). Papers should include a 100-150 word abstract followed by three to five keywords. The paper itself should contain no indications of authorship (including self-citations or

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references). A title page containing full author contact information should be sent as a separate document. The citations and references should be APA compliant (see BAS guidelines). A *Business & Society* Special Issue Workshop (titled: *The Social Performance and Responsibilities of Entrepreneurship*) will be held at the International Association for Business and Society Annual Meeting 2011, to be held in Bath, UK on June 23-26. Authors will be informed whether their paper has been accepted for presentation at the Workshop by March 31, 2011. While accepted authors will be encouraged to attend the Workshop, further consideration of a submitted paper is not contingent upon such attendance.

Following the Workshop, all papers under consideration will go through the journal's double-blind review process. Please feel free to address any questions you have regarding the special issue to the guest editors:

[Prof. Mark Casson](#)

School of Economics, University of Reading, United Kingdom

[Dr. Stephen Pavelin](#)

School of Economics, University of Reading, United Kingdom



**CALL FOR PAPERS FOR A
SPECIAL ISSUE OF BUSINESS & SOCIETY
*The Governance Challenges of Corporate Political Activity***

Guest Editors:

Nicolas Dahan

Long Island University, CW Post Campus, New York, USA

Michael Hadani

Long Island University, CW Post Campus, New York, USA

Douglas A. Schuler

Rice University, Texas, USA

Background

We solicit papers about a host of governance issues raised by the practice of corporate political activity.

Following a May, 2010 colloquium about corporate political activity, held at Long Island University, CW Post Campus, New York, and organized by the Guest Editors of this Special Issue of *Business & Society* (Note, this is the 4th international colloquium on corporate political activity. *Business & Society* has published papers from previous colloquia.), we seek papers about governance issues regarding corporate political activity at two levels of analysis. The first level of analysis is a broad societal perspective, which follows from the fact that the political activities of firms oftentimes raise issues about public governance. How does the prevalence of corporate political activity fit into a healthy democracy (Ostas, 2007)? Do firms have a legitimate right to influence public policy (Mitchell, 1997)? What are the benefits and negative consequences to society of firms being involved in politics? Is there a point where firms become excessively influential, gaining private benefits at the expense of the common interest (Barley, 2007)? Can corporate

political activity be seen as part of the emergence of a wider trend of civil regulation, complementing the shortfalls of state regulations (Vogel, 2009), or is it merely self-serving? Are there countervailing forces to corporate political activity, such as the political activities of non-governmental organizations?

The second unit of analysis about the relationship between governance and corporate political activity is at the firm level. Corporate political activity is part of a set of activities that many firms, especially large ones, perform routinely. While both top managers and specialized managers such as in government relations units generally drive such political activities, these activities should ultimately be assessed and controlled by corporate boards. This internal analysis raises an important question about corporate political activity: Does corporate political activity drive value for the firm and its shareholders? From this question flow a number of ancillary questions: How can firms measure the value of corporate political activity? Are there secondary effects of corporate political activity, such as on the firm's non-governmental stakeholders, that create value for the firm? How should the corporate political activity function be governed by the firm? Should shareholders have the right to support or reject the support of certain political candidates with corporate funds or funds designated for political use (such as the political action committee [PAC] funds raised by company managers)?

The topic of governance and corporate political activity is both current and important. Current insofar as public and private governance issues are an increasing concern of policy-makers, managers, and scholars. At the broad, societal level, we see more systemic attempts to reign in corporate political activity, or to include, along with business interests, non-business non-governmental organizations (NGOs) in global talks about climate and trade. At the firm level, the topic emerges from the multiple corporate scandals of mismanagement and gaps in corporate governance (Enron), as well as government oversight (AIG, Bear Stearns), on top of the usual questions of improper conduct between corporate managers and public officials (e.g., corruption, corporate wining and dining in politics: see Dal Bó et al., 2006; Drew, 2000; Nelson et al., 2002; Stone, 2006) occurring in the past decade. The issue of the governance of corporate political activity has gained a renewed interest in the United States as the Obama administration has made the improvement of ethical standards in policy-making as well as stricter governmental oversight of business activities two of the top priorities of their agenda. This topic is important not only to the United States but also to any democracy, as it questions the place that private sector firms play in them and whether this place should evolve going forward.

Contributions Sought for the Special Issue

Without excluding other related topics, we would seek contributions to advance the discussion of two major areas of CPA and governance:

1. Relationship between the firm and non-firm societal actors including NGOs and governments.

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Papers here might include such questions and topics as:

- How has the presence and oversight of a company's (industry's) business by NGOs affected how the firms conduct their CPA?
- How have voluntary self-regulatory schemes affected CPA, especially in cross-national cases?
- What is the impact of CPA on democracies?
- What kind of public governance does CPA contribute to create? In particular, is the emergence of private authority and civil regulation as alternatives to state regulation desirable? Are they effective substitutes?
- Are there conditions where CPA be considered socially acceptable and/or —ethical?
- Comparative studies of national political arrangements where CPA is accepted and practiced differently
- Corporate influence over the regulation of CPA (e.g., in the USA and at the EU level recently)
- Comparative studies of CPA and public governance arrangements between democracies and authoritarian regimes: Do they fundamentally differ? Should firms adapt their CPA to authoritarian regimes or uphold the same high standards than in democratic regimes
- What are the effects of CPA on a firm's relationship with non-governmental stakeholders?

2. Relationship between internal governance aspects of the firm and CPA.

Papers here might include such questions and topics as:

- What is the best way to organize the CPA function to create firm value?
- How might CPA be measured and evaluated by top managers and the board of directors?
- How does the composition of the board of directors affect CPA?
- Do shareholders have any rights over the firm's political expenditures?
- Comparative studies of national regulations of CPA: How and why do they differ?

We invite both theoretical and empirical contributions that help us to better understand how various governance aspects affect corporate political activity. We invite papers from a variety of perspectives, including management and strategy, sociology, political science, law, economics, and other areas. The papers are subject to the regular double-blind review process of *Business & Society*.

Submission Instructions

The format of the papers must follow *Business & Society* guidelines. *Business & Society* uses the American Psychological Association citation and reference system.

Papers should include a 100-150 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 co-editors.

Deadlines/Timetable

November 15, 2010 Papers are due per electronic submission to the co-editors

November, 2010 — Fall 2011 Review and revision process
2012 (tentative) Publication of *Business & Society* Special Issue.

Contact Addresses

Questions about the Special Issue can be addressed to either one of these co-editors:

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or

[Dr. Douglas A. Schuler](#)

Rice University
Jesse H. Jones Graduate School of Business
P. O. Box 2932
Houston, TX 77252 USA



EGOS track on CSR, Business and Society

[Jeremy Moon](#), [Andreas Rasche](#) and [Frank de Bakker](#)

will convene a sub-theme at the [27th EGOS Colloquium](#) in Gothenburg, Sweden (July 7-9, 2011). The title of the theme is “Organizing Corporate Social Responsibility: Interactions between Business and Society” and we look for a wide variety of contributions.

The global spread of CSR as a management concept and business practice has led to a growing interest in comparative international studies in CSR and a range of related concepts. Thus, CSR has emerged as a new stream of research raising important issues, not only for our understanding of CSR but also for broader debates in management studies, including issues such as local adaptation of management ideas, institutional change, business and society interactions as well as the nature of globalization.

Meanwhile, NGOs, activist groups and related societal organizations are increasingly studied in their capacity as influencers of business organizations. Corporate social responsibility, glob-

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alization or consumer affairs are just a few areas on which these organizations focus. The interactions between business organizations and societal organizations, the networks these organizations form or the mechanisms for governance that are applied require organizational and institutional innovations, both at the end of business organizations and at the end of civil society. The interaction processes between business and society are shifting and this will have implications for both management practice and our understanding of organizations and are likely to contribute to differences in local adaptation of concepts such as CSR.

This sub-theme aims at providing a forum for scholars to theorize and elaborate our knowledge on the changing organizational dynamics of the interactions between business and society in the context of the global spread and local adaptation of CSR. What drives these processes and how are NGOs/activist groups involved therein? For the entire text of the call, please [click here](#).

Short papers should focus on the main ideas of the paper, i.e. they should explain the purpose of the paper, theoretical background, the research gap that is addressed, the approach taken, the methods of analysis (in empirical papers), main findings, and contributions. In addition, it is useful to indicate clearly how the paper links with the sub-theme and the overall theme of the Colloquium, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding, and critical thinking are typical characteristics of EGOS papers. Your short paper should comprise 3,000 words (inc. references, all appendices, and other material). If you wish to submit a short paper, please first take a look at the Guidelines and criteria for the submission of short papers at [EGOS Colloquia](#). Submissions are welcome between **December 1, 2010 and January 16, 2011** via the EGOS website.



**The 7th Bentley Global Business Ethics Symposium
sponsored by the State Street Foundation,
held in partnership with Euromed Management:**

**STAKEHOLDER ENGAGEMENT IN PRACTICE:
GLOBAL CHALLENGES, POSSIBILITIES AND LIMITATIONS
Monday, May 23, 2011,
Euromed Management, Marseille, France**

The symposium, the 7th 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 across the globe will share their thoughts on: The Parameters of Stakeholder Engagement: State of the Art; Strategies for Identifying and Engaging Stakeholders; Why Engage Stakeholders: Benefits and Possibilities; Critical Challenges in Stakeholder En-

agement: Tensions and Limitations; Successful Stakeholder Engagement; and Managing Stakeholder Relationships: Trends, Challenges and Next Steps. The full program and registration details are available [here](#). The Symposium is followed by Bentley's Teaching Business Ethics Faculty Development Workshop (May 24-27). Please contact [Tony Buono](#) for participation details. 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.



**CALL FOR PAPERS
"Sustaining Sustainability in Organizations"
Special Issue in the *Journal of Business Ethics***

Guest Editors

Timo Busch, ETH Zurich
Deborah E. de Lange, Suffolk University
Javier Delgado-Ceballos, University of Granada
Alfred Marcus, University of Minnesota
Jonatan Pinkse, University of Amsterdam Business School

With this call for papers, we intend to invite research that advances a discussion that relates to how sustainability is developed and maintained (sustained) in organizations with a particular emphasis on international organizations, whether they are multinational corporations (MNCs), non-governmental organizations (NGOs), or international governmental organizations (IGOs). We consider sustainability to be an approach to business that considers economic, environmental and social issues in balanced, holistic and long term ways that benefit current and future generations of concerned stakeholders. The invited research may contribute on multiple levels: individual, organization, industry, field or community, and international or global levels, to develop research about how to sustain sustainability in organizations from management and ethical perspectives, particularly using theoretical lenses of strategy and organization theory. The impact of ethical, sustainable thinking and the associated deep rooted changes have enhanced business and society. Now, managers and others need to ensure the sense of urgency is sustained so that they do not lose ground and rather, ensure that ethical, sustainable progress continues. We will consider both theoretical and empirical papers and suggest particular subtopic areas below. This issue will publish high quality and progressive scholarship that builds theory. Furthermore, the research included will develop the area of sustainability so that it moves toward a more mature stage. Submissions may focus on, but must not be limited to, one of the following domains:

Sustaining Sustainability in Organizations Subtopic Areas and Questions:

- 1) Types of Organizations: MNCs, NGOs, and IGOs
- How do concerned stakeholders maintain their ethical influence on MNCs so that MNCs continuously improve in

(Continued on page 11)

regards to sustainability and ethics?

- How do MNCs define and enact CSR? After this has happened, how do firms maintain the focus on it over time so that they do not lapse into old bad habits?
 - How do stakeholders, in comparison to MNCs, expect sustainability practices to evolve; what outcomes do they expect? Will ethical, sustainable practices prevail with stakeholders' support?
 - How do the stakeholders and MNCs resolve differences and tensions these days and how has it changed?
 - What are the future plans of MNCs in terms of their sustainable transformation? How fast do they plan to change and which stakeholders are they choosing to satisfy? Which ones will be left unsatisfied and what will be the consequences? Is this possible imbalance acceptable from an ethical standpoint?
 - How does the presence of MNCs affect the progress of sustainability in developed nations?
 - How do MNCs transfer sustainability innovation from one subsidiary to others? What is the role of the headquarters?
 - What are IGOs and NGOs doing to continue to promote and maintain sustainable practices and ethics in organizations globally?
 - What are IGOs' and NGO's capabilities compared to MNCs', in respect of promoting sustainability globally?
 - What motivates IGOs and NGOs to promote sustainability and how impactful are the actions? Which ones find long term success in their sustainability initiatives and why?
 - Are developing nations acting in a sustainable and ethical manner and can they? If they are, how are they doing so and maintaining their progress?
 - What are IGOs and NGOs doing to support or hinder sustainable development in either developing or developed nations? What are the differences in their approaches in these different environments?
 - Are IGOs and NGOs providing continuing support through incentives to environmental entrepreneurs for their sustainable technological developments and is it working? Are these incentives and projects nationally strategic to the countries in which the entrepreneurs reside such that there is beneficial economic development? Does the support include emphasis on ethical decision making and management practices?
 - How do IGOs and NGOs coordinate and collaborate with each other, with governments and with firms to influence sustainable practices?
- 2) Types of Activities: Environmental Innovation and Combating Climate Change
- How do firms harness creative destruction when pursuing environmental sustainability efforts? What happens after the big changes? Does sustainability innovation become incremental?
 - What talents and special expertise are required for environmental innovation? Is ethical character and behavior part of the talent profile? How has the labor pool changed to support this special type of sustainable innovation e.g., full life cycle designs and use or development of special reusable or recyclable materials.
 - Is there a global model of firm sustainability innovation that has been sustained? If there is, does/do the model(s) include subscription to a set of ethical values, what are they, and how is the ethical culture sustained?
 - How does green technology evolution and revolution affect the current and future competitive landscape? Will competitive behavior amongst firms also become more ethical because the technological shift is one towards sustainability?
 - Which firms will survive the changes and will we experience an increase in competition or more oligopoly due to the large investments required to develop green technology and commercialize it?
 - Who will be the winners and losers as we adopt green technologies and retire the old ones? What are the ethical questions to consider under these circumstances?
 - How will consumers benefit from green technology? Will life become cheaper and will our standard of living improve overall? How will the benefits of green technology be distributed?
 - How do consumers need to change so as to support the green technology revolution? Will they change and if so, how fast? Will demand increase for goods and services produced in currently perceived ethical, sustainable ways and will the related standards be maintained and improved? How will ethical, sustainable standards be set so as to satisfy consumer tastes and expectations?
 - How have firms responded to climate change and maintained their sustainable performance? What processes of learning and change have they undergone in order to find the right balance between seeking profitability and fighting climate change?
 - What kinds of organizational changes have helped firms to adapt to the environmental changes that the world is experiencing?
 - Are firms changing adequately to help slow climate change and if not, what more needs to be achieved?
 - What aspects of supply chains are most impactful on climate change and how should firms discover and adopt best

(Continued on page 12)

practices in their global supply chains? Should these best practices include ethics and how will they be explicitly incorporated into them?

Timeline, Process & Standards

To be considered for the special issue, “*Sustaining Sustainability in Organizations*”, full papers must be submitted by **May 1, 2011**. All submissions will go through a double-blind peer review process. Therefore, all author-identifying information should be removed from the paper except for a cover page sent separately. We advise all non-native speakers to have their papers checked by a native speaker. The formatting of the paper has to follow the guidelines of the Journal of Business Ethics. Publication of the Special Issue is envisioned for late 2012.

Papers completed at the Academy of Management professional development workshop, “Passion for Sustainability: A Continuance of Scholarship”, will be considered for the Special Issue. Additionally, an open call for papers through many academic channels including the ONE, OMT, SIM, TIM and BPS Divisions of Academy of Management and through the GRONEN community will be used to seek out papers to complete the issue. Therefore, consideration of papers for the Special Issue is not bound to conference participation.

Full papers should be submitted to [Deborah E. de Lange](mailto:Deborah.E.deLange@unb.ca). Please send the paper as a Word or PDF document without identifying information and a separate cover page having identifying information in the same email to Debbie.

BEQ Impact Factor

Business Ethics Quarterly's Journal Impact Score Highest in Field

Gary Weaver, BEQ Editor in Chief

Business Ethics Quarterly's two-year impact score is now 1.615 (up from .969 for 2008). This statistic (published in the Thomson Reuters/ISI Web of Science *Journal Citation Reports*) measures how often articles *BEQ* published in the two-year period 2007-2008 were cited in all indexed journals during 2009 (specifically, it's the number of 2009 citations from all indexed journals to *BEQ's* 2007-2008 articles, divided by the total number of articles published in *BEQ* in 2007-2008). In *Journal Citation Reports's* ethics category, *BEQ* ranks 4th out of 33 journals (after *American Journal of Bioethics*, *Philosophy & Public Affairs*, and *Ethics*, and just ahead of *Hastings Center Report* and the *Journal of Law & Medical Ethics*). The only other business ethics journal included in *Journal Citation Reports* is the *Journal of Business Ethics*, which scored 1.088 and ranked 10th. In the “business” category, *BEQ* ranks 33rd of 87 journals (*JBE* ranks 56th). Although *Journal Citation Reports* does not include *BEQ* in its “management” category, were it so included, *BEQ's* impact score would rank 39th of 112 journals, just after *Harvard Business Review* and *Human Relations*, and ahead of *Long Range Planning* and *Operations Research*. *Business Ethics Quarterly* also appears to be on track for a new high in submissions this year. *BEQ's* acceptance rate continues to fluctuate in the range of 8% to 14%.

UPCOMING ELECTION

Soliciting Names for Annual Board of Directors Election

Each year members of the Society for Business Ethics elect a new member to the Board of Directors. The Board is the governing body of our Society and is responsible for all major policy decisions affecting the Society. Members of the Board of Directors serve a five-year term. During the second year on the Board an individual serves as secretary, during the third year as program chair (for our annual meeting), and during the fourth year as our Society's president.

We are now solicitation phase, and you are invited to submit names, including your own, for consideration by the Nominating Committee as specified by Article III, Section 3, of the Society's bylaws.

Send all names to me at frooman@unb.ca. The solicitation period will close November 15, 2010.

Society for Business Ethics Annual Meeting

Call For Submissions

August 11-14, 2011

Hotel Contessa, San Antonio, TX

Submission Deadline: March 1, 2011

This year the SBE Annual Meeting submission and review process will be migrating to an online system similar to that of *Business Ethics Quarterly*. SBE members familiar with the submission and review process at *BEQ* should find the new review process easy to navigate. Submit electronic copies of your paper, panel proposal, or workshop proposal [here](https://editorialexpress.com/sbe2011_ref) (https://editorialexpress.com/sbe2011_ref). Only electronic submissions submitted at this website will be considered.

We accept three types of submissions: scholarly papers, panels proposals, and workshop proposals. If you have questions or suggestions regarding the program please contact the Program Chair, [Denis Arnold](#), Belk College, UNC Charlotte

1) Paper Submissions: Papers should be double-spaced and use 12-point Times New Roman (or similar) type, and should be no longer than 30 pages (double-spaced). The manuscript itself must be suitable for blind review (prepared without a title page or any author identifying information in the text or notes). Authors should prepare a separate title page listing full contact information for all authors. The manuscript body and title page should be submitted as two separate documents. The first page of the manuscript should include the title and an abstract (abstracts must not exceed 150 words). Cover pages must also include the three-letter code based on the categories listed below.

2) Panel Submissions: These are thematically organized sessions intended to advance theoretical understanding, analyze the implications of recent business activity or public policy developments, or provide pedagogical guidance. Submissions should be in the range of three to six pages and should identify the chair and all proposed participants by name, address, phone number, and email address. Panel proposals should include a title, a clear statement indicating the rationale for the panel, the format to be used, and the contribution of each panelist.

3) Workshop Submissions: Workshops are interactive sessions where the attendees are participants and typically focus on scholarly development or pedagogy, although other types of submissions are welcome. Proposals should include a title and 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 or workshop proposals will be limited to one paper submission and inclusion on one panel or workshop submission. This will not prevent any presenter from also serving as a session moderator appointed by the Program Committee.

To facilitate matching submissions with reviewers, submissions should also include a three-letter code according to the following (list at least one number from Theoretical Perspectives, Application Contexts, and Methodologies (e.g., T-6; A-4; M-1)). Submissions will be considered that do not "fit" any of these categories.

Theoretical Perspectives

T-1 Accounting Theory
T-2 Comparative ethics/ Pluralism
T-3 Consequentialism
T-4 CSR/corporate citizenship theory
T-5 Critical theory
T-6 Deontological ethics
T-7 Economics (micro or macro)
T-8 Feminism/Care ethics
T-9 Finance Theory
T-10 Legal studies
T-11 Marketing Theory
T-12 Organizational behavior/psychology
T-13 Organizational theory/sociology
T-14 Pedagogy
T-15 Political theory
T-16 Religion/Theology
T-17 Social contract theory
T-18 Stakeholder theory
T-19 Strategic management
T-20 Virtue ethics
T-21 Other

Application Contexts

A-1 Accounting
A-2 Business & human rights
A-3 Competitive practices
A-4 Corruption/Bribery
A-5 Corporate communications/Transparency/Media relations
A-6 Corporate governance
A-7 Corporate reporting/accountability programs
A-8 Corporate social responsibility
A-9 Corporate/Industry self-regulation
A-10 Distributive/Procedural justice
A-11 Employment & labor issues
A-12 Entrepreneurship
A-13 Ethical decision making & behavior
A-14 Environmental Sustainability
A-15 Finance
A-16 International bus./ TNCs/Globalization
A-17 Industry specific issues
A-18 Information Technology/Internet
A-19 Legal/Regulatory issues
A-20 Marketing/Advertising
A-21 Organizational culture

A-22 Organizational ethics programs/initiatives
A-23 Small & medium sized enterprises.
A-24 Social/Ethical investing
A-25 Spirituality/Religion in workplace
A-26 Teaching/Curriculum
A-27 Stakeholder Relations
A-28 Other

Methodologies

M-1 Analytical/Conceptual/
Theoretical
M-2 Case study (single case or comparative cases)
M-3 Historical
M-4 Qualitative (e.g., interview, participant-
observer, ethnographic)
M-5 Quantitative data (experimental)
M-6 Quantitative data (field)
M-7 Quantitative data (measure development)
M-8 Other

Business and Professional Ethics Journal

The *Business and Professional Ethics Journal* is a peer-reviewed forum for interdisciplinary research that explores the systemic causes of ethical challenges in business and professional life. The Journal provides an outlet for papers that make significant contributions to the development of alternative theories and practices within business and professional ethics, and that examine why global ethical issues, such as poverty alleviation and sustainability, emerge and persist.

To encourage research into the interaction between individuals, organizations and the socio-political and economic realities of which they are a part, the editors welcome submissions from many disciplines, including management and organization studies, philosophy, political economics, social psychology, sociology, religious studies, history, and anthropology. As the BPEJ strives to broaden the scope of philosophical analysis within business and professional ethics scholarship, it specifically seeks papers that explore the implications of continental philosophy for organizational life, while also pursuing original research from the perspective of Anglo-American philosophy. From an empirical perspective, the Journal invites scholarship informed by ethnography and other qualitative research methodologies. It also welcomes submissions that explore practical implications of the interface(s) between business ethics and professional ethics.

BPEJ is edited at the Institute for Business and Professional Ethics at DePaul University.

Back issues (since 1981) are forthcoming in JSTOR's Business III Collection.

BPEJ's New Editorial Team	
Editor-in-Chief: Mollie Painter-Morland, Associate Professor, Department of Philosophy Associate Director, Institute for Business and Professional Ethics, DePaul University	
Managing Editor: Laura P. Hartman, Vincent de Paul Professor of Business Ethics Research Director, Institute for Business and Professional Ethics, DePaul University	
Advising Editor: Patricia H. Werhane, Wicklander Chair in Business Ethics Managing Director, Institute for Business and Professional Ethics, DePaul University	

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P.O. Box 7147, Charlottesville, Virginia 22906-7147 - USA
Tel: 1.800.444.2419 (US & Canada) or 434.220.3300

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POSITIONS

Humanities Position: Assistant Professor of Leadership Studies

The Jepson School of Leadership Studies at the University of Richmond invites applications for a tenure-track, assistant professor of leadership studies in a disciplinary specialization such as classics, cultural studies, history, literature, or philosophy. Qualifications include a Ph.D. in one of these disciplines or in a related area, with an expected completion date on or before September 30, 2011; the potential and desire to develop from her/his disciplinary training an active scholarly agenda on questions of leadership; and the ability to do interdisciplinary research and teach in a liberal arts environment. In their cover letters, candidates should demonstrate how their scholarly and teaching interests connect to leadership studies. The successful candidate will be expected to contribute to required courses in the Leadership Studies major and elective courses in the ethical or historical areas of the curriculum. The successful candidate must meet all position requirements at the time of selection.

The University of Richmond is a nationally ranked liberal arts university offering a unique combination of undergraduate and graduate degree programs in arts and sciences, business, leadership studies, law and continuing studies. The first school of leadership studies and a business school ranked 15th in the nation enhance a strong liberal arts curriculum.

Inaugurated in 1992, the Jepson School of Leadership Studies is an independent academic unit of the University and offers students the opportunity to major or minor in Leadership Studies. With the aim of educating students for and about leadership, the Jepson School offers a challenging liberal arts curriculum delivered by means of a rigorous and innovative pedagogy. Additional information about the Jepson School and the University can be found on our [website](#).

Candidates should apply at the University's [online application website](#) by completing a brief application and attaching a cover letter and curriculum vitae. Candidates should arrange for three letters of recommendation to be sent electronically to APSearch@richmond.edu. Review of applications will begin November 1, 2010 and continue until the position is filled.

The University of Richmond is committed to developing a diverse workforce and student body and to supporting an inclusive campus community. In keeping with this commitment, our academic community strongly encourages applications from candidates who will contribute to these goals. The University of Richmond has a generous family leave policy, offers employment benefits to same sex domestic partners, and prohibits discrimination on the basis of race, religion, national or ethnic origin, age, sex, sexual orientation, disability, status as a veteran or any classification protected by local, state or federal law.



Assistant Professor Tenure-track

The Department of Management and Entrepreneurship in the School of Business at the College of Charleston invites applications for a full-time tenure-track position at the Assistant Professor level, beginning in the fall of 2011. Applicants for this position must hold a Ph.D. in a business-related discipline or must show a high probability of completing degree requirements before the effective date of appointment. The ideal candidate will have a Ph.D. in Strategic Management with a research interest in Entrepreneurship.

The College of Charleston is a state-controlled institution committed to a professional model of the teacher/scholar. Candidates should demonstrate excellence in teaching and research, and an interest in strengthening ties between students and the local business community. Teaching expectations are for six sections per year, primarily at the undergraduate level, although there is also the possibility of teaching in the School's newly-inaugurated MBA program. Courses will include business policy, small business management, and new venture finance.

The School of Business has more than 60 full time faculty members, 11 of whom are in Management and Entrepreneurship. The Department is responsible for the BSBA degree, in which there are concentrations in Entrepreneurship (ENTR) and Leadership, Change, and Social Responsibility (LCSR). Further information about the Department can be found [here](#).

Interested candidates should send (a) a letter of application, (b) a current CV electronically to [Dr. Kelly G. Shaver](#), Chair of the Department of Management and Entrepreneurship in the School of Business. Applications will be accepted until the position is filled, but for full consideration please ensure that the materials are received by **November 1, 2010**.

The College's business programs are AACSB accredited. The College is an EO/AA employer.



Charles Lamont Post Chair in Ethics and the Professions and Director of the Center for Ethics in Financial Services

The American College seeks candidates for joint appointment to the Charles Lamont Post Chair in Ethics and the Professions and the Director of the Center for Ethics in Financial Services. This position will start on July 1st, 2011.

Candidates with a PhD (or an equivalent degree) in business

(Continued on page 16)

Gamper Chair in Leadership and Strategy

ethics or related field are preferred. However, candidates with substantial professional accomplishments will be also be considered. Candidates should have a substantive record of publications that address both the academic and practitioner community, as well as a track record of successful interactions with the business community.

Candidates should have the capacity to contribute to the growth of The American College's graduate degree programs. The mission of the Charles Lamont Post Chair is to raise awareness of and sensitivity to ethical issues with the financial services profession through meaningful ethics education. Candidates should have the skill set needed to lead the Center for Ethics in Financial Services and promote its mission of bridging the gap between ethical theory and effective practice by working closely with industry leaders to raise the level of ethical behavior within the financial services industry.

Founded in 1927, The American College is a Middle States accredited college in Bryn Mawr, Pennsylvania, located 11 miles west of Philadelphia. The mission of The American College is to raise the level of professionalism of its students and, by extension, the financial services industry as a whole. By imparting expert knowledge—and by emphasizing that such knowledge must be regularly renewed and ethically applied—The College seeks to strengthen not only its students' professionalism, but also the financial security of individuals, families, businesses, and the societies they serve.

The American College has a strong commitment to creating and promoting diverse work environments and it in this spirit of inclusion that we invite applications from a broad and diverse applicant pool.

Determination of candidates for screening interviews will be based upon the submitted materials, which must include the following: cover letter, curriculum vitae and three professional references. Applications will be reviewed beginning July 15th and will continue until the position is filled. Materials should be sent to [here](#) or faxed to 610-526-1368.

We will hold informational interviews at the Academy of Management meeting in Montreal this August. To be considered for one of these discussion slots, please have your vita and letter of interest by July 25th.

Questions may be directed to the Search Committee chair:

[Walt Woerheide, PhD, CFP®](#)

Vice President of Academic Affairs and Dean
The American College
270 South Bryn Mawr Avenue
Bryn Mawr, PA 19010
(Ph) 610-526-1398



The Department of Management and Global Business at Rutgers Business School-Newark and New Brunswick invites applications for the Gamper Chair in Leadership and Strategy to begin Fall, 2011. The department has world-renowned faculty with specialties in Leadership and Communications; Strategy; International Business; the Management of Innovation, Technology, and Knowledge; Entrepreneurship; Cross Cultural Management; Diversity; and Business Ethics. The Department spans the campuses in Newark and New Brunswick. A new building just opened in Newark, and another new building is slated to open in New Brunswick in 2013.

The preferred candidate will have a national reputation and a research record that is consistent with the appointment to a named chair. The area of specialty can be in either leadership or strategy or a combination of the two. The candidate will be expected to provide leadership in research, teaching, and service and to enhance the visibility of Rutgers in an area of expertise that honors the donor. Albert R. Gamper, Jr. was Chair and CEO of CIT Group and served in various leadership capacities at the university, including chair of the University Board of Governors.

Submissions should be both electronic and hard copy. Interested candidates should send their CV, a summary of their research, copies of recent articles, and indicate that the application is for the "Gamper Chair" to: [Dawn Gist](#), Department Administrator and mail a copy to Ms. Gist at Rutgers Business School, Management & Global Business Dept., 111 Washington Street, 305 MEC, Newark, NJ 07102-3027. Three letters of recommendation will be required if a decision to make an offer is pursued. We endeavor to fill the chair expeditiously, but we will accept applications until the position is filled.

Requirements:

Candidates must have an earned Ph.D. New hires are expected to teach on both campuses, although they may be assigned an office on either campus depending on departmental needs.



Assistant Professor Tenure-track

University of Denver, The Department of Business Ethics and Legal Studies of the Daniels College of Business is seeking applications for an Assistant Professor. This is a tenure-track faculty appointment beginning September 1, 2011. Candidates should demonstrate a research program designed to conduct and publish high quality academic research within the general theme of sustainable enterprise and development. Research topics may include: 1) the interface between business and the natural environment; 2) the interface between business and economic/social policy; or, 3) the interaction between the private sector, public sector and civil society.

(Continued on page 17)

Applicants will preferably have a global research and teaching perspective and must have a demonstrated strong background in empirical research. An ideal candidate will have an interest and/or experience in bringing together multiple disciplinary and functional backgrounds to address topics related to sustainable enterprise and development. Primary teaching responsibilities will include undergraduate and graduate level courses in creating sustainable enterprises and related topics, and candidates must have a firm commitment to excellence in teaching.

Candidates are also required to have a Ph.D. in a business-related discipline or related field by the time of appointment and evidence of a productive stream of research publications that has been or can be published in high quality refereed business journals. Candidates with ABD will be considered but the degree must be completed by the end of March of the initial academic year with Daniels. To be considered an applicant, you must submit your application, curriculum vitae, teaching statement, research statement, and cover letter online. For further information contact Kate Boyd at 303-871-3213 or [Kevin O'Brien](#). To apply for this position, please visit our [website](#).

The University of Denver is committed to enhancing the diversity of its faculty and staff and encourages applications from women, minorities, people with disabilities and veterans. DU is an EEO/AA employer.



**The Cullen Trust for Higher Education Chair in
Business Ethics
Cameron School of Business
University of St. Thomas at Houston**

Position: The Cameron School of Business, the University of St. Thomas at Houston seeks applications and nominations to occupy the Cullen Trust for Higher Education Chair in Business Ethics. The Endowed Chair will also serve as Director of Cullen Trust Center for Business Ethics.

Qualifications: Ph. D. in Business Ethics or D.B.A. with specialization in business ethics and corporate social responsibility from an accredited institution, established record of academic achievements in both teaching and research, familiarity with Catholic social justice principles, and a commitment to engage in service to the University and the profession.

Consideration will be given to applicants with high level of executive experience who have distinguished themselves and are current in the field of business ethics and corporate social responsibility through achievements other than earned doctoral degree.

Job Responsibility: The endowed chair enhances the prestige and visibility of the Cameron School of Business and its Center for Business Ethics through excellence in teaching and research. The candidate will be expected to provide inspired leadership to strengthen collaboration with other faculty in further strengthening the Cameron School's research output and quality. The candidate will contribute to the programmatic excellence in the Cameron School of Business.

The University: The University of St. Thomas, a Catholic institution, founded by the Basilian Fathers in 1947, has consistently ranked in the top tier among western region master's level universities by U.S. News & World Report. With approximately 3,300 students, the University is grounded in the liberal arts and consists of four academic units: the School of Arts and Sciences, the Cameron School of Business, the School of Education and the School of Theology. The University is an urban institution with a campus located in Houston's museum district and near the city's civic and business center that includes the world acclaimed Medical Center. Among campus-based students, more than 90% hail from Texas, but students also come from 30 other states and 57 other countries.

The Cameron School of Business: with nearly 300 undergraduates 450 graduate students, offers the Bachelor of Business Administration (BBA) degree, with majors in Accounting, Finance, General Business, and Marketing and two graduate degrees: the Master of Business Administration and Master of Science in Accounting. The School houses five endowed chairs and is seeking AACSB accreditation.

Salary and Rank: will depend on the candidate's qualifications and experience. Women and minorities are encouraged to apply. Review of applications will begin immediately and continue until the position is filled.

How to Apply: Interested individuals must send a letter of interest addressing each of these points: (1) academic and work experience qualifications; (2) statement of support for the mission of Catholic higher education as described in Ex Corde Ecclesiae (3) including a statement of teaching and research philosophy vita, and three professional references to University of St. Thomas, 3800 Montrose Boulevard, Houston Texas 77006. Electronic copies are encouraged, email to recruiting@stthom.edu

Additional information regarding Ex Corde Ecclesiae can be found on our [website](#).

For further details about the Cameron School of Business please go to: www.stthom.edu



Seattle Pacific University, Business Ethics

Full-time, tenure-track assistant/associate professor position available September 2011.

Qualifications:

Ph.D. in Business Ethics from an AACSB accredited business school or in a closely related field (i.e. Philosophy/Ethics or Theological Ethics). Successful candidate will be able to engage in normative and constructive engagement with business disciplines and practices through theologically (Christian) informed ethics, have a record of teaching excellence, and show promise of scholarly production. Successful candidate should

(Continued on page 18)

(Continued from page 17)

be capable of teaching at both the graduate and undergraduate levels. Successful candidates must be compatible with SPU's ecumenical Christian mission. Preference will also be given to candidates who are AACSB "academically qualified" and/or who have relevant industry experience. Women and people of color are especially encouraged to apply.

Responsibilities:

Regular nine-month load teaching business ethics and other management topics as needed (at both the graduate and undergraduate levels).

Compensation:

Compensation commensurate with experience. Benefits include health, dental, vision, disability, and life insurance.

Application Deadline:

Applications should be completed no later than November 1, 2010. The application includes an official SPU application form, a faith statement of approximately one page, and supporting documents. The University reserves the right to fill the position before the deadline or to extend the deadline as circumstances may warrant.

Contact:

All inquiries and requests for applications should be addressed to: Jeff Van Duzer, Dean, School of Business and Economics, Seattle Pacific University, 3307 3rd Avenue West, Seattle, WA 98119. Phone: (206) 281-2992; e-mail: vandj@spu.edu.

BOOKS, JOURNALS & MULTIMEDIA

Swanson, D. L. & Fisher, D. G. (Eds.). (2010). *Toward Assessing Business Ethics Education*. Charlotte, NC: Information Age Publishing.

This book, a sequel to *Advancing Business Ethics Education*, showcases distinguished scholars and administrators who share the innovative ways that they are assessing ethics coverage in courses and degree programs. A list of authors and chapters can be found [here](#).



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