

Social Issues in Management

Program Chair: Dawn Elm, University of St. Thomas
Workshop Chair: Jeanne M. Logsdon, University of New Mexico

	Start	Regular Program	Shared Program
Fri-	1:00 pm		77. ODC, SIM, ONE: Business and Su ♦ HW: Soldier Field
	5:00 pm		81. Critical Mgmt. Doctoral Workshop ♦ HW: Dusable
	6:00 pm		85. Reception for the New Doctoral ♦ S: Gball I
Saturday	7:30 am	807. SIM Doctoral Consortium ♦ HE: Skyway 272	87. Critical Management Studies: B ♦ HW: Comiskey
	8:00 am		91. Critical Management Studies: P ♦ HW: Columbian
			92. Critical Management Studies: ♦ HW: Buckingham
			93. Critical Management Studies: P ♦ HW: Comiskey
			95. New Doctoral Student Consortiu ♦ S: Gball I
	8:30 am	808. SIM Faculty Workshop on Corpor ♦ HE: Skyway 268	100. IAOM: Managerial Effectiveness in Latin America ♦ S: Alpine II
			101. Service Learning Project: Restoring the Chicago Wilderness ♦ OS: See Contact
	10:00 am		107. Complexity & Management, Panels 1-2 ♦ HE: Columbus A
	10:30 am		110. IAOM: Competing in Latin America ♦ S: Alpine II
	12:30 pm		111. Organizational Collaboration f ♦ OS: See Contact
	1:30 pm		118. IAOM: Challenges & Approaches to Quality ♦ S: Alpine II
	2:00 pm	809. SIM: Faculty Wkshop on Complexity Theory ♦ HE: Skyway 268	
	3:00 pm		123. Management of the Tenure Proce ♦ S: Alpine II
	4:00 pm		125. Critical Management Studies: P ♦ HW: Comiskey
	5:00 pm	810. SIM Welcoming Reception ♦ OS: See Contact	
	6:00 pm		127. IAOM: Business Meeting & Dinner ♦ S: Alpine II
	6:30 pm		129. ONE, SIM Greening the U. ♦ HW: Wright
			130. Critical Management Studies: ♦ HW: Comiskey
Sunday	7:00 pm	811. SIM Keynote Address ♦ S: WmTell	
	7:30 am		131. Critical Management Studies: B ♦ HW: Comiskey
	9:00 am		141. SIM & ONE: Teaching Environmental Management ♦ HW: Wright
			142. Critical Management Studies: ♦ HW: Columbian
			143. Critical Management Studies: P ♦ HW: Buckingham
Monday			145. Critical Management Studies: P ♦ HW: Comiskey
	9:30 am	812. SIM Coffee ♦ S: Vevey	
	10:00 am	813. SIM Research Workshop: Action ♦ S: Vevey	149. ONE, MED, SIM & PNS: Reflection ♦ HE: Skyway 268
	8:30 am	814. Welcome ♦ S: Gball 2	
	9:00 am	815. P: Ethics in Organizations ♦ S: Gball 2	
	10:40 am	816. P: Empirical CSP/Stakeholders ♦ S: Gball 2	181. Affective Trust ♦ HW: Water Tower
			182. Stigmatized Groups ♦ HW: Regency Ball D(N)
	12:20 pm	817. P: Corp. Political Strategy ♦ S: Gball 2	
	1:00 pm		310. IP: Corp. Social Responsibility ♦ HE: Wacker West (3)
	2:30 pm	818. S: Teaching Ethics & Values ♦ S: Gball 2	185. Genetic Testing and Privacy ♦ HW: Goldcoast
Tuesday	4:10 pm	819. S: Stakeholder Pluralism ♦ S: Gball 2	229. JS: Spirituality at Work ♦ HE: GndBall F
	5:30 pm	820. MBA Student Paper Award ♦ S: Gball 2	
	8:30 am	821. P: Org. Justice/Deviance ♦ S: Gball 2	239. JS: Sexual Harassment Perspectives ♦ S: Gball 3
			342. IP: Government Relations ♦ HE: Wacker West (4)
	10:30 am	822. S: Business Citizenship ♦ S: Gball 2	243. JS: Global Corporate Citizenship ♦ S: Gball 3
Wed-	2:00 pm	823. P: Conceptual Stakeholder Models ♦ S: Gball 2	
	3:40 pm	824. M: Chair Address/Business Meeting ♦ S: Gball 2	358. IP: Initiatives & Innovations ♦ HE: Wacker West (5)
	6:00 pm	825. Social Hour ♦ S: Gball 2	
	8:30 am		197. Moral Center in Pluralism ♦ HW: Water Tower
	9:00 am	826. P: CSP/CSR and Stakeholder Roles ♦ S: Gball 2	
	10:40 am	827. P: International Ethics/CSR ♦ S: Gball 2	
	12:20 pm	828. P: Factors in Ethical Decisions ♦ S: Gball 2	

Saturday 7:30 am

807. SIM Doctoral Consortium

- ♦ 7:30-5:00 Hyatt East: Skyway 272

By invitation only

Coordinators: Craig P. Dunn, San Diego State U.; Diane L. Swanson, Kansas State U.

Presenters: Lee Burke, George Washington U.; R. Edward Freeman, U. of Virginia; Kathleen A. Getz, American U.; Thomas M. Jones, U. of Washington; D. Jeffrey Lenn, George Washington U.; John F. Mahon, Boston U.; Douglas A. Schuler, Rice U.; Linda Klebe Trevino,

Pennsylvania State U.; Steven L. Wartick, U. of Northern Iowa; James Weber, Duquesne U.; Richard E. Wokutch, Virginia Polytechnic Institute and State U.; Donna J. Wood, U. of Pittsburgh

Saturday 8:30 am

808. SIM Faculty Workshop on Corporate Political Strategies: Antecedents, Effectiveness and the Relationship to Performance

- ♦ 8:30-11:30 Hyatt East: Skyway 268

To receive working papers in advance, preregister by July 1 with Amy Hillman at 517-432-3518 or HILLMAN6@PILOT.MSU.EDU

Organizers: Amy Hillman, U. of Western Ontario; Jean Boddewyn, Baruch College/City U. of New York; Lee

Burke, George Washington U.; Gerald Keim, U. of Western Ontario; Douglas A. Schuler, Rice U.

Saturday 2:00 pm

809. Faculty Workshop on Applications of Complexity Theory to SIM Research

- ♦ 2:00-4:00 Hyatt East: Skyway 268

Organizers: Melissa S. Baucus, Utah State U.; Nancy B. Kurland, U. of Southern California

Facilitators: Kevin J. Dooley, Arizona State U., Main; William C. Frederick, U. of Pittsburgh; Jeff Goldstein, Adelphi U.; Irene Sanders, U. of Colorado; Thomas Petzinger, Wall Street Journal

Saturday 5:00 pm

810. SIM Welcoming Reception

- ♦ 5:00-6:30 Off Site: See Contact

Co-sponsored by SIM and The Society for Business Ethics. To be held at the Regal Knickerbocker Hotel

Coordinator: Deborah Vidaver-Cohen, Florida International U.

Saturday 7:00 pm

811. SIM Keynote Address: Human Rights and Business Responsibilities in the Global Marketplace

- ♦ 7:00-8:00 Swiss: WmTell

Co-sponsored by The Society for Business Ethics and the Boston College Center for Corporate Community Relations

Coordinator: Deborah Vidaver-Cohen, Florida International U.

Keynote Speaker: Douglass Cassel, Northwestern U.

Sunday 9:30 am

812. SIM Coffee and Conversation

- ♦ 9:30-10:00 Swiss: Vevey

Sunday 10:00 am

813. SIM Research Workshop: Action Research

- ♦ 10:00-12:00 Swiss: Vevey

Coordinator: Ann K. Buchholtz, U. of Georgia

Presenters: Rupert F. Chisholm, Pennsylvania State U., Harrisburg; David L. Brown, Boston U.; Steven L. Wartick, U. of Northern Iowa

Monday 8:30 am

814. Division Welcome

- ♦ 8:30-9:00 Swiss: Gball 2

Chair: Dawn R. Elm, U. of St. Thomas

Monday 9:00 am

815. Paper: Structural & Role Implications for Ethical Behavior in Organizations

- ♦ 9:00-10:20 Swiss: Gball 2

Chair: Gerald F. Cavanagh, U. of Detroit Mercy

Formal Codes of Ethics Versus Supervisor Expectations For Lying Behavior: An Exploratory Study of Employee Attitudes, Randi L. Sims, Nova Southeastern U.

Integrity Testing and the Base Rate of Employee Theft: A Utility Assessment, Dan R. Dalton, Indiana U., Bloomington; James C. Wimbush, Indiana U., Bloomington

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Executive Ethical Leadership: Ethics Officers' Perspectives,

Linda Klebe Trevino, Pennsylvania State U., U. Park; Laura Pincus Hartman, U. of Wisconsin, Madison; Michael Brown, Pennsylvania State U.

Discussants: Normandie Gaitley, York College of Pennsylvania; Craig VanSandt, Virginia Tech

Monday 10:40 am

816. Paper: Empirical Assessments of Corporate Social Performance and Stakeholder Theory

- ♦ 10:40-12:00 Swiss: Gball 2

Chair: Mary J. Mallott, U. of Hawaii, West Oahu

Corporate Social Performance And Firm Risk: A Meta-Analytic Review, Marc Orlitzky, Australian Graduate School of Management; John D. Benjamin, American U.

Managerial Opportunism and Firm Performance: An Empirical Test of Instrumental Stakeholder Theory, Shawn L. Berman, Boston U.

The Influence of Diversity and Stakeholder Role on Corporate Social Orientation, Wanda J. Smith, Virginia Polytechnic Institute and State U.; Richard E. Wokutch, Virginia Polytechnic Institute and State U.; Bryan S. Dennis, Virginia Polytechnic Institute and State U.

Discussants: Duane Windsor, Rice U.; Kathy Lund Dean, Saint Louis U.

Monday 12:20 pm

817. Paper: Perspectives on Corporate Political Strategy

- ♦ 12:20-2:10 Swiss: Gball 2

Chair: John F. Mahon, Boston U.

Corporate Political Management Readiness: The Relationship of Environment-Organization and Performance, Robert C. Moussetis, North Central College; Ali Abu-Rahma, United States International University; George Nakos, Clayton College and State U.; Athanassios Kriemadis, U. of Thessaly

Published in Conference Proceedings

The Allocation of Resources by Interest Groups and Firms: Lobbying, Litigation, and Administrative Regulation, John M. de Figueiredo, Massachusetts Institute of Technology; Rui J. de Figueiredo, U. of California, Berkeley

An Option Theory Approach to MNC Mode-of-Entry Decisions, Kira Kristal Reed, U. of Connecticut

Corporate Strategy for Political Access: A Multivariate Approach, Douglas A. Schuler, Rice U.; Kathleen A. Rehbein, Marquette U.; Roxy Cramer, Rice U.

Discussants: Jennifer J. Griffin, George Washington U.; Brian Shaffer, U. of Maryland

Monday 2:30 pm

818. Symposium: Making a Moral Difference: Ethics and Values in the Business School Curriculum

- ♦ 2:30-3:50 Swiss: Gball 2

Organizer: Sally J. Power, U. of St. Thomas

Presenters: Kenneth E. Goodpaster, U. of St. Thomas; Thomas E. Holloran, U. of St. Thomas; Peter B. Vaill, U. of St. Thomas; Sally J. Power, U. of St. Thomas

Monday 4:10 pm

819. Symposium: The Changing Landscape of Stakeholder Pluralism: A Focus on SIM Database Research

- ♦ 4:10-5:30 Swiss: Gball 2

Organizer: Eugene Walter Szwajkowski, State U. of New York, Albany

Chair: Raymond Figlewicz, U. of Michigan, Dearborn

Discussants: Steven Lydenberg, Kinder, Lydenberg, Domini, & Co., Inc.; George W. Potts, OCCAM Research Corp.; John Chelen, Unison Institute; Leslie Korb, State U. of New York, Albany

Monday 5:30 pm

820. Award for Best MBA Student Corporate Citizenship Paper

- ♦ 5:30-7:00 Swiss: Gball 2

Chair: Steven A. Rochlin, Boston College

Tuesday 8:30 am

821. Paper: Organizational Justice & Deviance: Breaking Rules at Work

- ♦ 8:30-10:10 Swiss: Gball 2

Chair: Melissa S. Baucus, Utah State U.

Is Corporate Social Responsibility a "Fundamentally Subversive Doctrine"? An Emerging Ethical Profile, Peter E. Mudrack, Kansas State U.; E. Sharon Mason, Brock U.

Employee Fair Treatment and Ethics-Related Outcomes: A Field Survey, Linda Klebe Trevino, Pennsylvania State U., U. Park; Gary R. Weaver, U. of Delaware

Individual Aggressiveness and Minority Status as Moderators of the Relationship Between Perceptions of Injustice and Workplace Deviance, Bella L. Galperin, Concordia U., Montreal

Thick as Thieves: A Social Embeddedness Model of Rule Breaking in Organizations, Tammy L. Mac Lean, Boston College

Discussants: Nancy B. Kurland, U. of Southern California; Virginia W. Gerde, U. of New Mexico

Tuesday 10:30 am

822. Symposium: Business Citizens: Theory and Practice

- ♦ 10:30-11:50 Swiss: Gball 2

Organizer: Kim S. Davenport, Measuring Corporate Citizenship, Ltd.

Presenters: Donna J. Wood, U. of Pittsburgh; Jeanne M. Logsdon, U. of New Mexico; Patsy G. Lewellyn, U. of South Carolina

Discussant: Jacqueline F. Strayer, United Technologies Corp.

Tuesday 2:00 pm

823. Paper: Stakeholder Models and Roles: Conceptual Frameworks

- ♦ 2:00-3:20 Swiss: Gball 2

Chair: Archie B. Carroll, U. of Georgia

Employees as Critical Stakeholders: A Conceptual Model of Workplace Aggression, Mary B. Marrs, Idaho State U.; Daniel W. Greening, U. of Missouri

Stakeholder Activism and the Corporation: An Organizational Field Approach to Rationalization, Lenahan Louis O'Connell, U. of Kentucky; Carroll U. Stephens, Virginia Tech; Michael Betz, U. of Tennessee; Jon M. Shepard,

Virginia Polytechnic Institute and State U.; Jamie R. Hendry, Virginia Tech

If Fairness is the Problem, is Consent the Solution?

Integrating ISCT and Stakeholder Theory, Harry John Van Buren III, U. of Pittsburgh

Discussants: Daniel Gilbert, Gettysburg College; Tara J. Radin, Darden Business School, U. of Virginia

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Tuesday 3:40 pm

824. Meeting: Division Chair's Address and Business Meeting

- ♦ 3:40-5:30 Swiss: Gball 2

Chair: D. Jeffrey Lenn, George Washington U.

Once Upon A Time in the Land of SIM..., James Weber, Duquesne U.

Discussant: Stefanie Lenway, U. of Minnesota

Business Meeting Chair: James Weber, Duquesne U.

Award Presentations:

Doctoral Dissertation Award- Kathleen A. Getz, American U.;

SIM Book Award- Lori Verstegen Ryan, U. of Georgia;

Best Paper Award- Douglas A. Schuler, Rice U.

Sumner Marcus Award- James Weber, Duquesne U.

Tuesday 6:00 pm

825. Social Hour

- ♦ 6:00-8:00 Swiss: Gball 2

Wednesday 9:00 am

826. Paper: Corporate Social Responsibility and Performance: The Roles of Stakeholders

- ♦ 9:00-10:20 Swiss: Gball 2

Chair: D. Jeffrey Lenn, George Washington U.

Evaluating Corporate Social Responsibility, Responsiveness, and Performance: A Model Using the Stakeholder's Perspective, Jamie R. Hendry, Virginia Tech

The Strategies of Corporate Social Responsibility: A Comparative Institutional Approach, Bryan W. Husted, ITESM/ Instituto de Empresa

Images of Corporate Social Responsibility: Implications for

Internal Stakeholders, Kevin G. Corley, Pennsylvania State U.; Phillip L. Cochran, Pennsylvania State U.

Discussants: Steven L. Wartick, U. of Northern Iowa; Mary J. Mallott, U. of Hawaii, West Oahu

Wednesday 10:40 am

827. Paper: International Implications for Ethics and Corporate Social Responsibility

- ♦ 10:40-12:00 Swiss: Gball 2

Chair: Brent D. Beal, Texas A&M U.

Differences in Perceptions of Ethicality: U.S. and Asian Business Students, Jiing-Lih Farh, Hong Kong U. of Science and Technology; Brian K. Burton, Western Washington U.; W. Harvey Hegarty, Indiana U., Bloomington

Children's Work and Child Labor in Brazil: Influence of Family Employment and Global Industry on Work

Satisfaction and Perceived Contribution of Work to Life, J. Lawrence French, Virginia Polytechnic Institute and State U.

Corporate Social Responsibility in Chinese State Enterprises:
From Company Town to "Corporate Social Benefits", Wei
He, Boston College
Corruption Networks and Implications For Ethical Corruption
Reform, Richard P. Nielsen, Boston College
Discussants: David Palmer, Santa Clara U.; Michael Whitty,
U. of Detroit Mercy

Wednesday 12:20 pm

828. Paper: Factors in Ethical Decision Making

- ♦ 12:20-2:10 Swiss: Gball 2

Chair: Lori Verstegen Ryan, U. of Georgia

Ethical Decision-Making in Times of Organizational Crisis:
A Framework for Analysis, Sandra L. Christensen, Eastern
Washington U.; John Kohls, Gonzaga U.

The Effects of Escalating Commitment on Ethical Decision
Making, Marc D. Street, U. of Tulsa

New Measures for Proposed Dimensions of the Moral
Intensity of Ethical Issues, Tim Barnett, Louisiana Tech
U.; Gene Brown, Louisiana Tech U.; Kenneth E. Bass,
East Carolina U.; Frederick J. Hebert, East Carolina U.

Discussants: Janet Gillespie, Elmhurst College; Kristi M.
Lewis, Oregon State U.