



The SIMian

October 2022

INSIDE THIS ISSUE

EDITORS' NOTE.....	2
2022-2023 DIVISION CHAIR'S MESSAGE.....	3
2021-2022 PROGRAM CHAIR'S MESSAGE.....	6
2021-2022 PDW CHAIR'S MESSAGE.....	8
2022 AOM CONFERENCE SIM ASSOCIATE EDITORS.....	10
2022 HYBRID AOM MEETING RECAP	11
2022 SIM-ONE Junior Faculty Consortium Workshop	11
2022 SIM Doctoral Student Consortium Workshop	13
2022 SIM Research Development PDW	16
2021 SIM Curriculum Development PDW	18
SIM Division Awards 2022	19
2022 SIM SOCIAL MEDIA REPORT	20

EDITORS' NOTE

Dear SIMians,

It was a great pleasure to see many of you in person again for the first time in a long time at the 2022 AOM Annual Meeting in Seattle, WA, USA. For those of you who attended virtually, we are thrilled that you were able to participate, and still be a part of and contribute to the conference experience.

It is clear that researching, teaching, and raising awareness about social issues remains as critical as ever for society and management practice. To this end, the theme of the 2022 AOM Annual Meeting, *Creating a Better World Together*, reflects the importance of the SIM Division to the present and future of the Academy. This issue of *The SIMian* newsletter is mainly dedicated to the SIM events at the 2022 Hybrid AOM Annual Meeting this past August. It includes messages from the incoming SIM Division Chair, Colin Higgins, the 2022 AOM Program Chair, Cristina Neesham, and the 2022 AOM PDW Chair, Michelle Westermann-Behaylo. In addition, this issue provides information about the 2022 SIM awards winners and their research, and it includes reports from SIM committees regarding their activities over the past year.

The next issue of *The SIMian* will be published in Spring 2023, and will focus mainly on calls for participation, recent book publications, and other announcements. Please forward any items that you would like included to us, *The SIMian* Editors (The.SIM.Editor@gmail.com) as an MS-WORD document or as text in an email (not in PDF format please!).

If you have any questions or comments, feel free to contact us at The.SIM.Editor@gmail.com.

We hope you enjoy the Fall 2022 issue of *The SIMian*!

David J. Skandera, University of Central Florida

Benjamin N. B. Alexander, California Polytechnic State University

Jae Hwan Lee, Hamline University of Minnesota

The SIMian Co-editors

2022-2023 DIVISION CHAIR'S MESSAGE



Colin Higgins
Deakin University

Dear SIMians,

How good was it to be back face to face in Seattle! It was fantastic to connect with new and old friends – and even to provide ways for many of us to connect virtually. From the many conversations I had around the conference halls, the coffee shops, and in the elevators – there was a sense of energy and vibrancy as we came together to share our work, give feedback, and connect. Many also commented on how much they'd missed those random, chance encounters – whether it be over a drink at the social or by sitting next to someone in a session – from which new relationships flow.

There is no doubt that the last two years were tough. But, the SIM division has come through stronger than ever. I know I speak for all in our leadership team when I say how grateful we are that we kept our community together – and striving – through the COVID pandemic. Despite the challenges, 2022 is a bumper membership year for us – with 2036 members signed up for the division (up from 1885 in 2021, 1910 in 2020 and essentially back to where we were in 2019 – 2051 members). There have been lots of new initiatives – including the online 'coffee and cocktails' that have provided us with new opportunities to connect. I'm looking forward to working with our fantastic membership committee over the coming 12 months to see how we build on the new ways we've learned to connect.

It is truly a great honor to serve as SIM Division Chair for the next 12 months. I want to acknowledge the huge number of volunteers who make our division tick. While many of the SIM volunteers are highly visible – more on that below – I want to shout out to those that are much less so. Firstly, those who step up and work tirelessly on our division awards! We all know how important our awards are. They are a signal to others about the work going on in the division – and provide important recognition of the work that is shaping our field. You can check out details of our award winners on pp.19-28 page of the newsletter or online. But, special thanks to our Best Ethics Paper team led by Kam Phung and included Aishwarya Shahrawat, Laura Albareda, and Harry van Buren. We're delighted that this award continues to be sponsored by the Journal of Business Ethics. The Best Paper group had Michael Pirson as chair, who was ably supported by Kendy Hess and Hong Bui as members. The Best Student Paper was selected by Carolyn Dang (chair), Xinran [Joyce] Wang, Yan Bai, and Lucas Amaral. A special thanks also goes to the committee that selects the Best Dissertation winner: Lea Stadtler (chair), Gabriela

Gutierrez-Huerter, Kate Odziemkowska, Greg Molecke. Finally, the Best Book Award winner was chosen by Petya Koleva (chair), Yussuf Sidani, and Theodora Issa.

I really do want to make special mention of those who work hard to put on the program. For a while we were unsure what form the conference would take, how many would turn up, whether the hybrid format would work – and how best to put together the program. It was very heartening to see that more than 70% of those who registered for the conference attended in person. Cristina Neesham did an absolutely superb job navigating the challenges of scheduling and technology to put on a fantastic conference! This year we ended up with nearly 390 submissions and nearly 270 submissions. The high acceptance rate is testament to the quality we continue to see being submitted. As we look forward, the hybrid format is here to stay for the foreseeable future. As we learn the lessons of virtual and hybrid meetings – I hope that this provides us with a new, ongoing, more sustainable and more inclusive way for us to connect.

The PDW sessions this year continued our very strong orientation to cross-disciplinarity and leadership in the field. There were very stimulating insights provided on topics such as racial justice, social justice, business and global piece, and flipping the classroom. We continue to see convergence with many ONE-related topics – most particularly sustainability and the SDGs – but also new insights from other divisions (eg OMT and the use of new management theories). The PDW program provides an early indicator of the direction our field is moving. The meeting was rounded out by an excellent doctoral consortium (thank you Jo-Ellen Pozner and Julia Roloff). A very success online event – enabling us to provide this opportunity to 50 participants. I also want to acknowledge Susana Esper and Jason Pattit who stepped up to provide an opportunity for our Junior Faculty to consort with our friends in the ONE division. It was great to see 19 junior faculty participate (in hybrid format), with 20 senior faculty also taking part. Well done everyone!

As the new year for the leadership team gets underway, we're looking ahead to some of the strategic work that needs to be done. Over the past two years we've undertaken a thorough review of the division – stimulated in part by the Academy's own five year review process but also as part of our efforts at continuous improvement. Erica Steckler along with colleagues Jean-Pascal Gond, Emilio Marti, Pushpika Vishwanathan, and Sandra Waddock) did an incredible job providing a deep understanding of SIM's contribution to the Academy and SIMs future). We'll be picking up on this work over the next 12 months – as we also strive to incorporate the new learnings from our virtual and hybrid experience.

As I take on the role of Division Chair from Katherina this year, I'm looking forward to working with Erica Steckler as incoming PDW Chair, and Michelle Westermann-Behaylo as incoming program chair. I'm very grateful to be standing on the shoulders of Katherina and Andy who have so ably led the division over the past two years. I do encourage you to follow our communications and social media presence – and we have a fantastic team led

by Jae Hwan Lee with the help of a nimble and creative team – Vincenzo Vastola, Daniel Alonso Martinez, Julia Grimm, Onna Van den Broek, Lucas Amaral, Benjamin Alexander, and David Skandera, Seham Ghalwash, and Ige Oyinkansola.

In closing, I also want to pay my respects to Prof John Mahon – former Program Chair and Division Chair of SIM, the 2002 Sumner Marcus Award winner, former Editor of Business & Society, and founding member of IABS – who sadly passed away in October last year. Those of us who know John will remember fondly his larger-than-life personality – but also his generosity, kindness, and genuine interest in us, our field, and the work we do.

Once again, it is my pleasure to be leading the SIM division over the next 12 months. I'm looking forward to the new conversations that we'll have, the new insights that we'll share, and the new ways we'll find to connect and grow our community.

Best,
Colin Higgins
SIM Division Chair, 2022-2023
c.higgins@deakin.edu.au

2021-2022 PROGRAM CHAIR'S MESSAGE



Cristina Neesham
Newcastle University

Dear SIMians,

It has been another challenging year – this time in post-pandemic peak recovery mode, with new kinds of challenges requiring new solutions. Our division received 414 submissions in total, out of which 359 were papers and 55 were symposia. This means a 20% overall increase from last year, however we are still down about 20% from the ‘normal’ levels of 2020 and previous years. Similar to 2021, there were caps of 65% for papers and 75% for symposia. Accordingly, we accepted 234 papers and 42 symposia. In line with this, there were a total of 187 papers and 32 symposia accepted.

The diversification of session delivery modes has been by far the greatest challenge for all of us: with five different modes to consider (in-person, hybrid interactive, live synchronous open, live synchronous presenter, and virtual on demand) and with significant infrastructure and resource constraints (e.g. 24% cap on hybrid interactive and 20% total cap on all three virtual-only modes considered together), many individual needs could not be fully satisfied. We are very grateful to all SIM participants who reached out to each other within their respective sessions and organised local technical solutions amongst themselves to make the most of their time together: abundant evidence of how mutual understanding and cooperation triumph where large systems are unable to respond. We are also grateful to the AOM Program team for being as supportive as possible within the given limits.

With regard to the topic areas, CSR and performance continues to be the most representative category (42%), followed very closely by ethics (41%). Sustainability is firmly on the rise (38%), while stakeholder theory and relationships (at 30%) have experienced an 8% decline from last year. The ‘Other’ category continues to be selected quite frequently (36%), which indicates that, despite adjustments made to refine the keywords available for selection on submission, we still have significant work to do in capturing the emerging topic areas in SIM. While some areas seem to become more constant now (e.g. gender, social impact, entrepreneurship, partnerships, diversity), others (e.g. trust, social value) tend to fluctuate considerably from one year to the next. Due to these variations and nuances, the automated reviewer matching system can only go some way towards supporting reviewer allocation: as a result, most allocations this year have been done manually (a labour-intensive task that requires further attention and support moving forward).

With regard to reviewing, beside the need for manual allocations we have experienced similar issues as last year. Although the number of reviewer sign-ups has increased by almost 6% (from 380 to 404), this has not guaranteed reliable, timely, good quality returns. A nearly 20% increase in Associate Editors from 2021 has been critical to assuring the integrity of our review process. Our deepfelt gratitude goes to the 63 AEs who laboured through, sometimes at very short notice, to provide sound recommendations and meaningful feedback. Special thanks go to Steve Brammer and Sandra Waddock, who were so graciously ready to turn into emergency reviewers when it was most needed! To address the persisting issues around reviewing, I reiterate the need to make it a requirement for all submitters to sign up for review, as well as the need for reviewer training worldwide, to ensure the norms and standards around reviewing are well understood in all regions of the globe. As the number of submissions from all regions is growing (which is indeed the progress we wish to see), reviewing experience also needs to keep up with this trend.

This year's SIM Program (and the AOM Meeting overall) have demonstrated the priority value given by our members to collaboration and networking, and the importance of in-person sessions and events to facilitate these activities. We need ongoing feedback from you, all SIM members, so we can better understand your changing needs and work out better solutions for our future Programs.

Wishing you the very best,
Cristina Neesham
SIM Program Chair, 2021-2022

2021-2022 PDW CHAIR'S MESSAGE



Michelle Westermann-Behaylo
University of Amsterdam

Dear SIMians,

The 2022 PDW program attracted a total of 10 submissions, and they were all terrific; it would have been difficult to choose between them. Fortunately, the Academy program team allowed SIM to have a 100% acceptance rate. We followed the SIM tradition of including PDW sessions advancing three aims: research, teaching, and professional development. The subject matter of SIM PDWs was varied and interesting and the sessions I was able to visit were well attended—both live and virtually. Topics of SIM PDWs included: Integrating SDGs into Management Courses; Research and Realities of Asians/Asian-Americans in Academia; Building Strong Interdisciplinary Research Clusters; A New Logic of Sustainability; The Next Wave of CSR Research; Managing for Social Justice; Flipping the Classroom to Teach Social Issues; International Business & Global Peace; Addressing Human Health Grand Challenges, and a Human Rights Approach to Management Educations.

In addition, the four annual SIM developmental sessions were also on the program—we are grateful to the organizers as well as all the doctoral students and junior faculty who participated, and especially to the senior SIM scholars who served as mentors, panelists, paper reviewers, and networkers. Congratulations are due to Jo-Ellen Pozner and Julia Roloff who stepped in and put together a successful and very engaging SIM Doctoral Consortium. Much appreciation also goes to Sarah Stephen and Pushpika Vishwanathan who implemented some thoughtful innovations in their organization of the SIM Speed Networking event. We must recognize Jason Pattit and Susana Esper for their great job chairing the super informative SIM-ONE Junior Faculty Consortium for SIM (working with Amanda Williams and Ju Young Lee from ONE). Finally, much credit is due to Tricia Olsen and Mark Sharfman for organizing a supportive and helpful SIM Research Development Workshop.

In addition to SIM sponsored content, SIM was able to co-sponsor 47 additional PDW sessions with 18 other divisions, sharing sessions most frequently with CMS, ONE, GDO and OMT. These also engaged a wide array of topics, including: Institutional Investors, Family Owners and Activism; Inclusive Structural Responses to Inequality and Marginality; Beyond-Human Methodologies; Studying Organizational Elites in an Unequal World; Organizational Research in Developing Country Contexts; Sustainability Performance Measurement; Organizing for Good; Business Responses to Climate Change;

Decolonizing Management and Organization Studies; Stigma versus Stigmatization; Understanding the Firm's Dependence on Nature; Social Movements, Stakeholders & Nonmarket Strategy; Race, Embodiment and Ethics; Organizing Degrowth for a 1.5C Planet; Diversity and Inclusion; the Business of Immigration; and the Power of Collective Action in Restoring Academic Well-being.

Many thanks go my colleagues in the SIM leadership team for their support in organizing the PDWs, the AOM Program Team for their clear instructions, the SIM Research and Membership Committees for their innovative sessions, and all SIM members and scholars who were involved in SIM sponsored/co-sponsored PDWs.

Looking forward, I send a warm welcome to Erica Steckler, who is our incoming PDW chair. Next year I will be honored to serve as the Annual Meeting chair. Watching all of Cristina Neesham's work to put together the program this year was impressive, and I humbly hope I can perform these duties as well as she. To do so, I will need your help: Please do not forget to sign up to be a reviewer for the 2023 AOM in Boston!

Best regards,
Michelle Westermann-Behaylo
SIM PDW Chair, 2021-2022

2022 AOM CONFERENCE SIM ASSOCIATE EDITORS

We are grateful to and thank the following SIMians for serving as Associate Editors for the 2022 Annual Meeting.

- Amanda Cowen, University of Virginia
- Andy Wicks, University of Virginia
- Anne Selson-Powell, University of Bath
- Brad Agle, Brigham Young University
- Cristina Neesham, Newcastle University
- Colin Higgins, Deakin University
- David Wasieleski, Duquesne University
- Deborah Mullen, University of Tennessee Chattanooga
- Erica Steckler, University of Massachusetts Lowell
- Greg Molecke, Exeter University
- Jared Peifer, Baruch College, CUNY
- Jason Pattit, University of St. Thomas
- Jegoo Lee, University of Rhode Island
- Jill Brown, Bentley University
- Jim Weber, Duquesne University
- Jo-Ellen Pozner, Santa Clara University
- Jon Bundy, University of Arizona
- Judith Schrempf-Stirling, Université de Genève
- Julia Grimm, Stockholm University
- Julia Roloff, University of Rennes
- Katherina Pattit, St. Cloud State University
- Kathleen Rehbein, Marquette University
- Lori Verstegen Ryan, San Diego State University
- Michael Johnson-Cramer, Bentley University
- Michelle Greenwood, Monash University
- Michelle Westermann-Behaylo, Amsterdam Business School
- Miguel Alzoa, Fordham University
- Naomi Gardberg, Baruch College, CUNY
- Pushpika Vishwanathan, Universiteit van Amsterdam
- Rebeca Frankel, SAGE Publishing
- Sarah Stephens, University of St. Gallen
- Shawn Berman, University of New Mexico
- Tara Ceranic Salinas, University of San Diego
- Tricia Olsen, University of Denver

2022 HYBRID AOM MEETING RECAP

2022 SIM-ONE Junior Faculty Consortium Workshop

Susana Esper
IESEG School of Management

Jason Pattit
University of St. Thomas



“How SIM-ONE Scholarship Can Contribute to the Creation of Better World”



This year’s SIM-ONE Junior Faculty Consortium was organized by Susana Esper (SIM), Jason Pattit (SIM), Amanda Williams (ONE), and Ju Young Lee (ONE). The 2022 Annual Meeting’s theme “Creating a better world together” invited us to rethink how our research and teaching are called on to shape the role of business organizations in the midst of grand societal challenges, such as COVID-19, poverty, social unrest, and climate change. The 2022’s consortium became a great opportunity to reflect on SIM-ONE’s scholarly profile vis-à-vis the new normal. Under the subject ‘How SIM-ONE scholarship can contribute to the creation of a better world’, and echoing the annual meeting theme, we delved into the discussion of our potential for contributing to meaningful and impactful research, in a context in which business organizations will have to address world problems at a pace and scale that was unpredicted.

The PDW was a hybrid event (F2F and online) consisting of a 3-hour synchronous program as well as an asynchronous component. While a few adjustments were made to the original program to adapt it to the hybrid format, the core of the JFC formula and its spirit of knowledge sharing and support within an expanding community of junior and senior faculty was preserved.

We had twelve participants from Europe, four from North America, one from Asia, and one from Latin America. Overall, we looked for participants who represented diverse countries and institutions. We also recruited senior faculty to participate in the event as panel members or mentors. We were very careful in seeking gender balance and geographic diversity in our selection of senior faculty. Lists of Junior and Senior Faculty are shown below.

We asked participants to record a short introduction video and we uploaded these videos to the AoM platform ahead of the consortium. The synchronous component then took place on August 5th, 2022. We kicked off the program with an icebreaker activity to help the participants get to know more about each other’s research topics. We then proceeded to the highlight of the consortium, a panel discussion on how SIM-ONE scholarship can contribute to the creation of a better world, featuring Judith Walls (University of St Gallen), Kathy Rehbein (Marquette University), David Wasieleski (Duquesne University), Mike Russo (University of Oregon), and Jill Brown (Bentley University). We also invited one of the finalists of the SIM/ONE Outreach Award (Mark Desjardine, Dartmouth) to participate in the panel and talk about his outreach activities. The subsequent section was a facilitated networking activity, where participants and senior faculty brainstormed together in groups. They brainstormed on issues such as: (1) the post-covid career/job market (2) publishing SIM-ONE research (3) wellness, resilience, and purpose in academia. We concluded the consortium by sharing insights and deriving some key takeaways.

We also asked them to reflect on how SIM and ONE can continue to support their members, which we will forward to the divisions.

Overall, the JFC was an inspiring event and both senior and junior faculty enjoyed it very much.

The Junior Faculty who participated in the SIM-ONE Junior Faculty Consortium were:

1. Emamdeen Fohim (University of Bern)
2. Lauren Kaufmann (University of Virginia – Darden School of Business)
3. Suwen Chen (ESADE Business School)
4. Haitao Yu (EM Lyon)
5. Ben Leffel (University of Michigan)
6. Lucas Amaral Lauriano (IESEG School of Management)
7. Leandro S. Pongeluppe (University of Toronto)
8. Lucrezia Nava (University of Cambridge – Judge Business School)
9. Moritz Gruban (University of Cambridge – Judge Business School)
10. Sarah Stephen (University of St. Gallen)
11. Alice Mascena (Ivey Business School)
12. Anna Jasinenko (University of Lausanne)
13. Oyikansola Ige (City University of London)
14. Johanna Jarvela (Copenhagen Business School)
15. Esther Hennchen (University College Dublin)
16. Chintan Kella (Tilburg University)
17. Kihyon Kim (Korea University School of Business)
18. Andrea Marquez (University of Texas-San Antonio)
19. Felipe Symmes (EGADE Business School)

The esteemed Senior Faculty who participated in the SIM-ONE Junior Faculty Consortium were:

1. Bobby Banerjee (Bayes Business School)
2. Tima Bansal (Ivey Business School)
3. Hari Bapuji (University of Melbourne)
4. Stephanie Bertels (Simon Fraser University)
5. Flore Bridoux (Rotterdam School of Management)
6. Jill Brown (Bentley University)
7. Maoling Bu (Nanjing University, Ivey Business School)
8. Caroline Flammer (Columbia University)
9. Joel Gehman (George Washington University)
10. Michelle Greenwood (Monash University)
11. Patrick Haack (HEC Lausanne)
12. Gazi Islam (Grenoble Ecole de Management)
13. Nien-hê Hsieh (Harvard Business School)
14. Jonatan Pinske (Alliance Manchester Business School)
15. Kathleen Rehbein (Marquette University)
16. Mike Russo (University of Oregon)
17. Sandra Waddock (Boston College)
18. Judith Walls (University of St. Gallen)
19. David Wasieleski (Duquesne University)

2022 SIM Doctoral Student Consortium Workshop

Jo-Ellen Pozner
Santa Clara University



Julia Roloff
Rennes School of Business



Inspiring New SIMians!!!

We held the 2022 SIM Doctoral Student Consortium on Sunday, August 7. Fifty late-stage doctoral students from around the world had the opportunity to connect with esteemed SIM scholars and ask questions about completing their dissertations, navigating the job market, and managing their early careers. They heard from

editors of some of our top journals, including *Business & Society*, *Journal of Business Ethics*, *Academy of Management Review*, *Academy of Management Journal*, and *Business and Society Review*. A panel of scholars discussed teaching SIM-related content, both in discrete courses and in general management and strategy classes. After a presentation from the AOM Ethics Education Committee, participants were treated to a fireside chat, where Michael Johnson-Cramer interviewed Shawn Berman, the 2021 recipient of the division's Sumner Marcus Award. As in years past, each student participant was paired with a faculty mentor to meet with during the conference, either in person or virtually. Though it was a virtual event, many students were in Seattle and had the opportunity to connect over lunch. Panelists and presenters included:

- Amanda Cowen, University of Virginia
- Anna Roberts, University of Bath
- Colin Higgins, Deakin University
- David Wasieleski, Duquesne University
- Deborah Mullen, University of Tennessee, Chattanooga
- Jegoo Lee, University of Rhode Island
- Jim Weber, Duquesne University
- Jon Bundy, Arizona State University
- Kam Phung, Simon Fraser University
- Michael Johnson-Cramer, Ithaca College
- Miguel Alzola, Fordham University
- Naomi Gardberg, CUNY, Baruch College
- Pushpika Vishwanathan, University of Amsterdam
- Rebecca Frankelm, SAGE Publishing
- Shawn Berman, University of New Mexico

Of the record-high 58 applicants, we selected 50 students to participate (also a record); those who were too early in their PhD journeys were encouraged to apply as they neared completion of their programs. 64% of participants were women, while 57% were from European universities, 30% from North America, 9% from Asia and 4% from Australia – statistics we could only achieve due to the virtual nature of the event.

We thank all the student participants and presenters who made this a successful event! The doctoral students (mentees) and SIMian professors (mentors) who participated in the SIM Doctoral Student Consortium are:

Mentors	Mentees
Andy Wicks, University of Virginia	David Skandera, Prami Sengupta
Annie Snelson-Powell, University of Bath	Alysha Shivji, Eriselda Danaj
Brad Agle, Brigham Young University	Wen Xu, Bram van der Kroft
Colin Higgins, Deakin University	Arobindu Dash, Kyoko Sasaki
David Wasieleski, Duquesne University	Magdalena Plesa, Kimberly McGinnis
Erica Steckler, University of Massachusetts, Lowell	Molly Weinstein, Ramesh Krishnan
Greg Molecke, Exeter University	Jake Telkamp, Janet Su
Jared Peifer, CUNY, Baruch College	Louisa Bloedorn, Christina Kannegiesser
Jason Pattit, University of St. Thomas	Julia Croce, Christian Kroll
Jegoo Lee, University of Rhode Island	Jay Bates, Sung Hun (Brian) Chung
Jill Brown, Bentley University	Saveena Patara, Fangyuan Teng
Jim Weber, Duquesne University	Wei Xia
Jo-Ellen Pozner, Santa Clara University	Vivek Mishra
Judith Schrempf-Stirling, Universite de Geneve	Yanina Rashkova, Medina Williams
Julia Grimm, Stockholm University	Elise Lobbedez, Sarah Gordon

Mentors	Mentees
Julia Roloff, Rennes School of Business	Priya
Kathleen Rehbein, Marquette University	Sadek Showkat, Julia Herzum
Lori Verstegen Ryan, San Diego State University	Tatjana Minulla, Rossella Rocchino
Michelle Greenwood, Monash University	Pardeep Singh Attri, Melissa Gutberlet
Michelle Westermann-Behaylo, University of Amsterdam	Tomé Salgueiro, Jana Coenen
Miguel Alzoa, Fordham University	Leonie Decrinis, Shazeb Abdali
Naomi Gardberg, CUNY, Baruch College	Claudia Rossetti
Pushpika Vishwanathan, University of Amsterdam	Pablo Sanz, Katharina Scheer
Sarah Stephen, University of St. Gallen	Aynur Nabiyeva, Zulay Patricia Buchs
Shawn Berman, University of New Mexico	Chiara Andreoli, Marieshka Barton
Tara Ceranic Salinas, University of San Diego	Jeff Augugliaro
Tricia Olson, University of Denver	Neal Jha

2022 SIM Research Development PDW

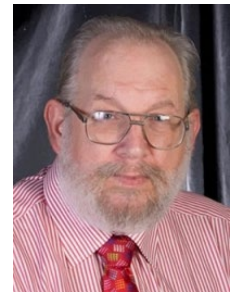
Tricia Olson

University of Denver
Research Committee Chair



Mark Sharfman

University of Oklahoma
Research Committee Vice-Chair



Virtual format. As per 2021, the Research Committee delivered a simplified version of the research development PDW for 2022, to focus on the Manuscript Development Workshop (MDW) component of the workshop and provide one-to-one individually matched pairings.

We had a great response from mentees (SIM members preparing a manuscript for submission to a top-quality journal) and an even better response from mentors (senior SIM members with experience publishing in top quality journals.) This yielded 16 matched mentors and mentees who have arranged to meet in asynchronous virtual sessions during the period of the academy conference.

Thank you, mentors! The MDW was a success, and much gratitude was expressed to mentors:

I just wanted to say thank you. This was the most valuable experience for me from all the AOM conference events for sure. I really enjoyed my conversation with [my mentor]. I have been looking for this type of critique for years. I appreciated [their] thoughtfulness, directness, and clear ideas for change for how I could get this paper published.

The work of mentees. Key themes in the manuscripts submitted include questions of corporate social responsibility, climate change, sustainability, and other grand challenges. The following word cloud illustrates these themes and more!



Looking Ahead to 2023. A new member who is yet to be recruited will join the Research Committee for 2022/2023. We'd like to make better use of social media going forward to better connect with the SIM community and to communicate more broadly about the Research Committee and its activities. Closer collaborations with the SIM Communications Committee, chaired by Jae Hwan Lee, are thus a possibility for the Research Committee over the next year. A possible in-person gathering would also be exciting to consider for 2023.

The SIMians who participated in the Manuscript Development Workshop are as follows.

Mentors	Mentees
Anak Agung Gde Satia Utama, Airlangga University	Andres Velez-Calle
Andy Wicks, University of Virginia	Bram van der Kroft
Arun Kumar, University of California, San Diego	Catherine McDonald
David Wasieleski, Duquesne University	Christian Busch
Duane Windsor, Rice University	Esther Hennchen
Erica Steckler, University of Massachusetts, Lowell	Isabel Neuberger
Irene Henriques, York University	Janet Su
Jared Peifer, CUNY, Baruch College	Juan Francisco Chavez R.
Jegoo Lee, University of Rhode Island	Kihyon Kim
Kareem Shabana, Central Connecticut State University	Lucas Amaral Lauriano
Kathleen Rehbein, Marquette University	Marissa Kimsey
Mark Sharfman, University of Oklahoma	Michelle Heyn
Michelle Westermann-Behaylo, University of Amsterdam	Monica Nadegger
Punit Arora, CUNY	Ronei Leonel
Tricia Olsen, University of Denver	Vivek Mishra

2022 SIM Curriculum Development PDW



Jae Hwan Lee,
Hamline University

Dear SIMians,

At the 2021 SIM Curriculum Development PDW, the Committee presented a variety of computer-based business simulations to teach business ethics, and sustainability, and social responsibility

- [Strategic CSR Simulation](#)
- [GlobStrat](#)
- [Ethics Game](#)
- [Ethics-LX](#)
- [The Trade-off](#)
- [Trust Game](#)
- [CleanStart](#)
- [Fishbanks](#)
- [Deepwater](#)
- [World Climate](#)
- [Climate Action](#)
- [Games4Sustainability](#)
- [Capsim's Capstone](#) (Strategy Simulations with Add-on Modules)

The major focus of the 2022 SIM Curriculum Development PDW was on flipping the classroom to teach social issues. The flipped classroom approach creates a highly engaging and inclusive learning space. This approach allows students to learn content at their own pace before class and apply the content during class time. At the same time, it allows teachers to focus more on teaching each student individually or in groups, rather than the entire class and thereby meet the needs of individual students more thoroughly. Designing for the flipped classroom usually involves dividing instruction into three phases as follows.

Phase I: Pre-class work. Students complete pre-class assignments, such as quizzes, case questions, pre-recorded lectures, news article search.

Phase II: In-class activities. Students participate in assignments during class, such as role playing, team discussion, class debate, role playing, simulations. By participating in such higher-order activities, students improve collaboration skills as well as analytical and critical thinking skills.

Phase III: Post-class assignments. Students complete post-class assignments – e.g., reflection and research papers, final reports – through which they apply skills and insights they have learned from Phases I and II. Ultimately, they learn to justify a position or even create original work.

If you would like to know more about the flipped classroom approach, please contact me at jlee53@hamline.edu.

SIM Division Awards 2022

During the SIM Division Business Meeting 2022 the following SIMians were acknowledged for their contributions to the SIM Division and their scholarly achievements.

Once again, congratulations!

2022 Sumner Marcus Award

Harry Van Buren III, University of Tennessee, Chattanooga

2022 William C. Frederick Doctoral Dissertation Award

The rise of impact-oriented strategies: Value creation & socio-environmental firm-level goals

Leandro Nardi, HEC Paris, dissertation completed at Insper Institute of Education and Research

Sponsored by the **Palumbo-Donahue School of Business at Duquesne University**

2022 Best Paper Award

Deliberation without romance (nor cynicism): The role of corporations in deliberative democracy

Adrian Gombert, Wittenberg Zentrum für Global Ethik

Sponsored by **Jones Graduate School of Business, Rice University**

2022 Best Business Ethics Paper Award

Means versus ends in business ethics: A behavioral trade-off between compliance and achievement of corporate ethics programs

Leonie Decrinis, Copenhagen Business School

Sponsored by **Journal of Business Ethics**

2022 Best Student Paper Award

Corporate activism and organizational authenticity

Lambert Zixin Li, Stanford University

Sarah Soule, Stanford University

2022 Best Book Award

Management as a calling: Leading business, serving society

Andrew Hoffman, University of Michigan

2022 SIM-ONE Outreach Award

Disentangling the effects of hedge fund activism on firm financial and social performance

Mark R. DesJardine, Dartmouth College

Rodolphe Durand, HEC Paris

2022 Sumner Marcus Award



Harry Van Buren III, University of Tennessee, Chattanooga

A Few Words from Harry Van Buren III

Receiving the 2022 Sumner Marcus Award from the Social Issues in Management division was (and is) a tremendous honor, made all the more special because it happened at the first in-person Academy of Management meeting since 2019. One of the most amazing things about being a doctoral student in the mid-1990s was meeting the founders of the field, folks like Steve Brenner, Jerry Cavanagh, Max Clarkson, Ed Epstein, Tom Jones, James Post, and Sandra Waddock – all of whom (among so many others who have been leaders in our field) have received the award. Looking at the group of scholars who have received the award previously, I'm honored and incredibly humbled.

SIM has been my academic home for more than a quarter-century. It's where I learned how to be a scholar and a citizen in the field that I believe has made so many contributions to management thought and practice. SIM has always been the place in the Academy of Management where people can ask challenging questions about business and the ways in which business can contribute to human flourishing. But it has always been a caring community, welcoming new scholars and supporting more-established scholars in ways that few other academic organizations do. I'm immensely grateful to everyone who has helped me in some way, and I hope to be able in some small way to return the favor to others.

It's hard to write a reflection like this because there are so many people to thank; indeed, the list of people to thank would include a substantial portion of the folks who have been on the SIM program since 1996! While the list is long, there are some people who I have to call out by name:

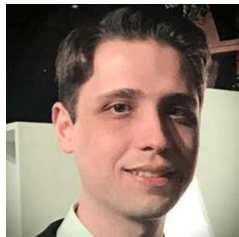
- My doctoral-program professors at the University of Pittsburgh: Brad Agle, Barry Mitnick, and Donna Wood. When I was interviewing for doctoral programs, Donna told me that she would help me not just through my doctoral program, but through tenure. Twenty-six years later, Donna is still mentoring me, and Barry's and Brad's influence on my thinking has been profound.
- Jeanne Logsdon, whose friendship, mentoring, and guidance not only got me through tenure at the University of New Mexico, but through the SIM and International Association for Business & Society leadership tracks as well.
- Shawn Berman; receiving the award the year after you did was really meaningful. (A special thanks for writing such an excellent reflection last year that helped me get past my writer's block for this one.)
- Ed Freeman, whose counsel and support has meant so much to me.
- Dawn Elm and Katherina Pattit, my dear friends and former colleagues at the University of St. Thomas. Receiving the award from Katherina is something I'll always remember fondly.

- All of my co-authors, particularly Tansuree Jain, Jay Joseph, Tricia Olsen, Kathy Rehbein, Judith Schrempf-Stirling, and Michelle Westermann-Behaylo – folks who are not just tremendous scholars, but great friends as well.
- And Michelle Greenwood, who for 17 years has been my closest collaborator and academic friend.

I could not have done anything in my career without the love and support of my wife, Donna Ray, and our two children, Max and Tessa Van Buren. No spouse or children of a SIM program chair will ever forget the piles of paper scattered around the house when it was time to make program decisions! This award is dedicated to them.

Finally, I'd also like to dedicate my award to two people who are no longer with us but whose kindness and graciousness have been models for me: Ann Buchholtz and Jeff Lenn. Ann and Jeff were special scholars, but even more special people. They represent the best of what SIM is and what I hope to emulate in the years to come.

2022 William C. Frederick Doctoral Dissertation Award



Sponsored by the **Palumbo-Donahue School of Business at Duquesne University**

The rise of impact-oriented strategies: Value creation & socio-environmental firm-level goals

Leandro Nardi, HEC Paris

Dissertation completed at Inesper Institute of Education and Research

A Few Words from **Leandro Nardi**

I study strategies that help organizations reconcile economic value creation with a positive social impact, and my doctoral dissertation laid the foundation for my identity as a researcher. In four independent chapters, my dissertation investigates various questions at the intersection of business and social impact. For example, I study how pre-existing access to resources may explain microcredit beneficiaries' ability to effectively benefit from microloans, the role of corporate social responsibility (CSR) uniqueness in explaining market returns to CSR investments, as well as the economic incentives underlying firms' decisions to invest in substantive, as opposed to merely symbolic, CSR. I am deeply honored to receive this year's William C. Frederick SIM Doctoral Dissertation Award, a recognition that gives me hope and strength to continue on my journey as a researcher.

I am sincerely grateful to so many people who supported me along the way. In particular, I thank my Ph.D. committee—my supervisors, Sergio Lazzarini and Sandro Cabral, for their incredible dedication and commitment, and Todd Zenger, for his guidance and support. I feel immensely privileged to have had such brilliant scholars as my mentors during my journey in the doctoral program. I also thank Danny Claro, Luiz Brito, and Sergio Firpo, for the helpful comments and suggestions offered as dissertation evaluators; and the William C. Frederick award committee members, for recognizing my work. Additionally, my sincere gratitude also goes to the Inesper Institute of Education and Research and the David Eccles School of Business, extraordinary

institutions where I met and learned from so many amazing people. Lastly, I thank the Sao Paulo Research Foundation (FAPESP), for funding my doctoral studies, and my family, especially my wife Dani, for the unconditional support I received along the way.

William C. Frederick Best Dissertation Award, Committee Report



Lea Stadtler (Chair), Grenoble Ecole de Management

The 2022 William C. Frederick Social Issues in Management (SIM) Doctoral Dissertation Award, sponsored by The Palumbo-Donahue School of Business at Duquesne University, was awarded to Leandro Nardi (HEC Paris – S&O Institute) for exemplary dissertation work titled ‘The Rise of Impact-Oriented Strategies: Value Creation and Socio-Environmental Firm-Level Goals.’ This dissertation, completed at the Insper Institute of Education and Research, is commendable for its rich and high-quality research on advancing our understanding of the multidimensional challenges involved in the creation and execution of impact-oriented strategies. This dissertation masters existing arguments and underlying assumptions in strategic management and revisits their applicability in the context of societal impact. Specifically, by leveraging a variety of methodologies and unique datasets, this dissertation outlines how the assembling of effective and economically sustainable impact-oriented action requires thorough attention to both, the beneficiaries’ conditions and needs and the economic incentives at work.

The committee also included Gabriela Gutierrez-Huerter O (King’s College London), Kate Odziemkowska (University of Toronto), and Greg Molecke (University of Exeter).

The other finalists are:

- *The business case for diversity backfires: Detrimental effects of organizations’ instrumental diversity rhetoric for underrepresented group members’ sense of belonging and performance*
Oriane Georgeac, Yale University, dissertation completed at London Business School
- *Essays on the Emergence and Mainstreaming of Social Investment in the U.S. 1980-2018*
Ju Young Lee, Ivey Business School, dissertation completed at Boston College

2022 Best Paper Award



Sponsored by **Jones Graduate School of Business, Rice University**

Deliberation without romance (nor cynicism): The role of corporations in deliberative democracy

Adrien Gombert, Wittenberg Zentrum für Global Ethik

Abstract

With a growing number of scholars heralding free and open discourses between corporations and their stakeholders as a governance panacea, deliberative democracy has arrived at the center stage of business ethics research. Recent critiques, however, have put into question whether corporations are, at all, viable entities for such deliberative discourses due to

their embeddedness in competition and their subsequent reliance on self-interest. In this paper, I argue that this objection not only relies on a questionable reading of the philosophical works underpinning deliberative democracy (particular those by Jürgen Habermas); it also downplays the important similarities between corporate actors on the one hand and political and civil societal actors on the other. Drawing on this, I develop a more nuanced criteria for assessing the discourse viability of corporations and other governance actors: First, the criterion whether deliberative capacities can be a competitive advantage for the actor and, second, the criterion whether deliberative capacities may result from the actor's altruism.

The committee included Michael Pirson (Fordham University), Kendy Hess (College of the Holy Cross), and Hong Bui (University of Bath).

The other finalists were:

- *Creating organizational folk devils: The influence of moral panic on misconduct and spillover*
Michael Nalick, Andrew Schnackenberg (both University of Denver)
- *Camouflaging and leveraging race: How entrepreneurs deal with racial issues*
Maria Paola Ometto, Carly Offidani-Bertrand (both California State University, San Marcos)

2022 Best Business Ethics Paper Award



Sponsored by **Journal of Business Ethics**

Means versus ends in business ethics: A behavioral trade-off between compliance and achievement of corporate ethics programs

Leonie Decrinis, Copenhagen Business School

Abstract

The academic discussion on decoupling commonly centers on the macro level, distinguishing between policy-practice and means-ends decoupling. The former concerns the merely symbolic adoption of policies; the latter refers to compliant adopters not achieving intended goals. I build on prior propositions of a trade-off between policy-practice and means-end decoupling in highly opaque fields where causal complexity undermines the understanding of institutional actors. Specifically, I argue that a similar tension exists on the micro level regarding the ethical behavior of employees. Norm ambiguity in organizations is prone to trigger ethical blindness among ethically bounded humans, whereby their moral values and intentions fade away. This drives corporations to introduce tight control elements in form of clear rules, stringent monitoring and sanctioning to induce substantive compliance with specific aspects of ethics programs. However, such tight controls fail to address overall field opacity by undermining the moral awareness of target individuals. Thereby, they hinder the achievement of an organization's broader value-oriented ethics goals. The resulting tension points towards an inherent trade-off: addressing policy-practice decoupling may aggravate means-ends decoupling and vice versa. I conceptualize this tension and define conditions for a behavioral ethics approach in corporations under which the trade-off can be reduced.

A Few Words from Leonie Decrinis

Winning the Best Business Ethics Paper Award is a great honor. I am delighted about this unexpected success that encourages me to continue studying the challenges of addressing employee misconduct in my dissertation.

My paper is inspired by the foundational work of Frank Wijen, who proposes a compliance-achievement trade-off on the level of institutional policy adopters. In my PhD project, I focus on employee behavior and the possibilities of nudging as behaviorally informed approach to promote responsible workplace conduct. Reading Frank's paper, I saw the similarities between the macro and the micro level regarding the limitations of compliance-based means in addressing desirable policy objectives. Empirical evidence tells shows that compliance inducement does not always lead to desirable ethics objectives in the workplace. With my interest in nudging, I got eager to study the possibilities of its application as novel organizational intervention tool to address this problem. Under specific conditions, I argue that nudges could work to raise the moral awareness and ethical conduct of employees, whilst preserving their freedom of choice.

I would like to thank the members of the 2022 SIM Best Business Ethics Paper Committee for selecting my work as well as the Journal of Business Ethics for the generous sponsorship of the award. Special thanks also go to my supervisors Jeremy Moon and Andreas Rasche as well as to Lucia Reisch for the continuous feedback and advice during my PhD journey. I would also like to thank Verena Girschik and Frank Wijen for the feedback on the paper at an earlier stage. Last but not least, I am grateful for the wonderful community at the Department of Management, Society and Communication at Copenhagen Business School, who enrich my work every day.

Best Business Ethics Paper Award, Committee Report



Kam Phung (Chair), Simon Fraser University

Leonie Decrinis' paper addresses an interesting and important topic with a clear focus on business ethics. It revisits and offers a refreshing take on the long standing discussion on policy-practice and means-end decoupling by shifting the focus from the macro level to the micro level and illustrating the tensions that exist in the ethical behavior of employees. The paper present convincing arguments that clearly advance our collective understanding of trade-offs in business ethics, particularly how they can be reduced. Overall, the paper is well-written and is a very enjoyable paper that leaves readers with important business ethics ideas to think about. The committee extends the warmest of congratulations to Leonie Decrinis for their insightful work in the area of business ethics!

The committee also included Aishwarya Shahrawat (Indian Institute of Technology), Laura Albareda (LTU University), and Harry Van Buren III (University of Tennessee, Chattanooga)

The other finalists were:

- *My company cares about my success....I think: Clarifying why and when a firm's ethical reputation impacts employees' career success*
Darryl Rice (Miami University, Ohio), Regina Taylor, Sijing Wei (both Creighton University), Yiding Wang (University of Houston, Downtown), Valentina Ge (Creighton University)

2022 Best Student Paper Award



Corporate activism and organizational authenticity
Lambert Zixin Li, Stanford University (Left)
Sarah Soule, Stanford University (Right)



Abstract

Corporate activism is when a firm takes a public stance on a social or political issue. Although the public increasingly expects corporations to engage in activism, public support varies across individual corporate activist campaigns. While social movement theories would predict that the public will support corporate activism in general, organizational authenticity theory suggests that corporate activism may backfire if firms lack type or moral authenticity. Using semi-structured interviews with diverse stakeholders, a national survey on 525 corporate activist statements, and two pre-registered experiments, we find that the public generally supports corporate activism, but that a firm's type and moral authenticity substitute each other in shaping both attitudes (support for and intention to join) and behaviors (donation and writing letters of support). We contribute to social movement theory by bringing in organizational theories of authenticity to add nuance to our expectations about public support for corporate activism, and we extend research on organizational authenticity by showing an interaction between type and moral authenticity.

A Few Words from **Lambert Zixin Li and **Sarah Soule****

Our paper explores how two different dimensions of organizational authenticity interact with one another to shape stakeholders' perceptions of and support for corporate political activism. The idea was shaped by our joint interest in the intersection of organizational and social movement studies, and our observation that scholars typically treat the different dimensions of organizational authenticity independently. We find that type and moral authenticity interact in fascinating ways, and shape stakeholders' perceptions of and support for company leaders engaging in political actions and discussions.

We are honored to have won the 2022 SIM Best Student Paper. The award has encouraged us to return to our data and to begin the work of carefully assessing the language that corporate leaders use when making statements about social issues, such as the Black Lives Matter movement. We are thankful to the SIM Best Student Award Committee for selecting our paper for this prestigious award!

Best Student Paper Award, Committee Report



Carolyn T. Dang (Chair), Pennsylvania State University

Each year, all papers authored or co-authored by students and accepted to the SIM Division program are eligible for the Best Student Paper Award. For 2022, the Winner of the Best Student Paper Award goes to Lambert Zixin Li and Sarah A. Soule for their paper "Corporate activism and organizational authenticity". The committee appreciated the paper's timeliness and theoretical importance in addressing the topic of corporate activism, the focus on moral

authenticity as an overlooked outcome in the activism literature, and the multi-method approach (interview, survey, and experiment, with both qualitative and quantitative data).

We also congratulate the runner-ups, Marcelo De La Cruz and Jelena Spanjol, for their paper “For-profit firms’ contribution to society: A strategic orientation perspective”.

And extend our congratulations to the other finalists: Leonie Decrinis for the paper “Means versus ends in business ethics: A behavioral trade-off between compliance and achievement”; Fengbin Wang, Guo Changwei, and Jianxun Chen for their paper “The conjoint effects of accountability and capability on financial/social Balance”; and Jiangtao Xie and Tanusree Jain for their paper “Unpacking micro-CSR from an internal stakeholder perspective: A computational literature review”.

The committee also included Lucas Amaral (IESEG School of Management), Yan Bai (Católica Lisbon), and Xinran (Joyce) Wang (University of Missouri).

The runner-up is:

- *For profit firms’ contribution to society: A strategic orientation perspective*
Marcelo De La Cruz, Jelena Spanjol (both LMU, Munich)

The other finalists are:

- *Means vs. ends in business ethics: A behavioral trade-off between compliance and achievement*
Leonie Decrinis (Copenhagen Business School)
- *The conjoint effects of accountability and capability on financial/social balance*
Fengbin Wang, Guo Changwei (both Renmin University, China), Jianxun Chen (University of International Business and Economics, Beijing)
- *Unpacking micro-CSR from an internal stakeholder perspective: A computational literature review*
Jiangtao Xie, Tanusree Jain (both Trinity College, Dublin)

2022 Best Book Award



Management as a calling: Leading business, serving society
Andrew Hoffman, University of Michigan

A Few Words from Andrew Hoffman

I want to begin by extending my sincere thanks and gratitude to the SIM Division and the Selection Committee for honoring my work in this way. This means a lot to me, both because it is gratifying to see my book recognized in this way, but more importantly because it offers some degree of support and validation for the area of management as a calling or vocation.

I must say that I get a mix of responses when I mention this idea, ranging from “what are you talking about” to “that’s naïve” to “that is great and more people should do this.” Obviously, I am in agreement with the last response and find that my students are as well. It is critically important

for us, at this moment in time, as business school faculty to redesign our curriculum and create graduates who see their role in business as one serving society and solving society's problems (environmental, social and economic). Business and the market are the most powerful institutions on earth and, quite frankly, if they do not solve these problems, they will not be solved. It's that simple.

This focus represents a transition I have been making in my career. Where I have focused on environmental issues and sustainability for the decades leading up to now, I have begun to recognize that the problems we face are much deeper than simply responding to a market shift and require much more than incremental solutions. Climate change, for example, is not an environmental problem per se. It is a systems breakdown. As such, it needs a systemic solution. The system that needs adjustment is capitalism, and we in business schools have a role to play in directing that adjustment. The first place we can do that is with our curriculum, hence this book.

I will do what I can in my work to try to steer the business school pedagogy, offering new kinds of courses that help business students understand what capitalism is and how to amend it, how government can and should play a stronger role in the market, how business can play a constructive role in guiding policy, how we should question certain sacrosanct ideas within our curriculum and the market (around growth, efficiency, corporate purpose, consumerism and more), and help students examine their calling in management.

On this last front, I have received a grant from the Arthur Vining Davis Foundations to develop a program of guided retreats to help students in their discernment of a calling in management. I will make this program totally open source. So, if you would like to see the approach, details and materials of how I do this, please send me an email. All of us have a role to play in amending capitalism to address the problems of our day and bring about a better future. I welcome anyone who wants to help in that task.

Best Book Award, Committee Report



Petya Koleva (Chair), Emirates Aviation University

Winner:

Management as a Calling: Leading Business, Serving Society

By Andrew J. Hoffman

A book that is meant to challenge future business leaders but is definitely of relevance to management in general. Rethinking capitalism and its dynamic features and referring to “other” capitalistic practices across the globe, offer great learning points. The book is great for all (students, business leaders, and educators), and an invitation to what will become more “common sense” approach to business which will help the move towards a world that is more equitable and transformative.

First runner-up:

Transforming towards Life-centered Economics: How Business, Government, and Civil Society Can Build a Better World

By Sandra Waddock

The book provides an in-depth understanding of what it will take, especially in the wake of the global Covid-19 pandemic and the burgeoning climate emergency, to transform today's growth- and profit-oriented socio-economic systems to life-affirming ways benefit all rather than just an elite few.

Second runner-up:

The 360o Corporation: From Stakeholder Trade-offs to Transformation

By Sarah Kaplan

This book lays out a roadmap for organizational leaders who have hit the limits of the supposed win-win of shared value to explore how companies can cope with real trade-offs, innovating around them or even thriving within them. This book talks about the shared-value mindset which may actually get in the way of progress.

The committee also included Theodora Issa (Curtin University) and Yusuf Sidani (American University of Beirut)

2022 SIM-ONE Outreach Award

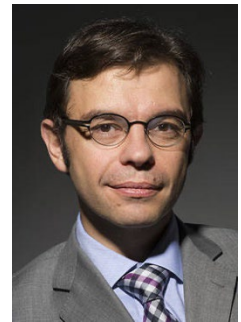


Presented by the ONE Division in 2022.

Disentangling the effects of hedge fund activism on firm financial and social performance

Mark R. DesJardine, Dartmouth College (Left)

Rodolphe Durand, HEC Paris (Right)



A Few Words from Mark DesJardine and Rodolphe Durand

We are honored to receive this award. As you can tell from our work, impact is very dear to our hearts, and it motivates us to keep going. As a matter of fact, this paper was inspired by a question that a well-known CEO of a multinational once asked us. If not to offer insights that inform practice, what is the point of our work as academics? Each of us, in whatever field, should think carefully about what we're doing to advance the broader conversation. We are pleased that awards like this one reward researchers who engage with practitioners and that put impact at the center of their work.

2022 SIM SOCIAL MEDIA REPORT

Lucas Amaral

IESEG School of Management



Julia Grimm

Stockholm University



Onna Malou Van den Broek

University of Exeter



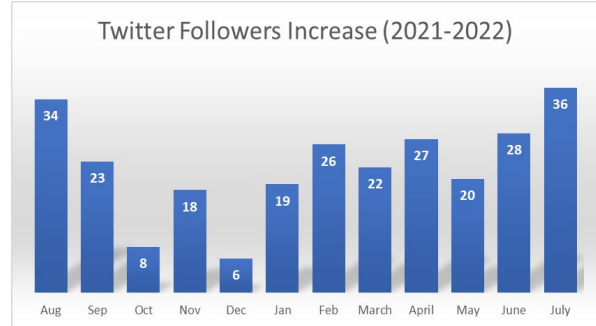
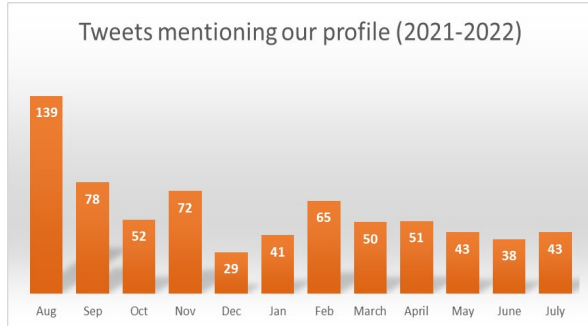
SIM social media channels are increasingly important to share information, academic work, celebrate achievements, strengthen our sense of community, and highlight job opportunities. In this sense, our strategy is based on three main activities:

1. **SIM Publishes** – This consists of highlighting publications from SIM members, especially junior scholars. We briefly explain the paper, tag the authors and include the link to the document.



2. **SIM Digest from Connect** – This consists of continuously monitoring calls for papers, job opportunities, and events posted on Connect and then reposted in our channels.
3. **SIM Community Support** – Finally, we also repost content from our members. This occurs when SIMians ask us directly to do so or when we see something that might interest other members (e.g. publications, CfP, job opportunities or news).

We focus mainly on Twitter and LinkedIn, social network sites where we receive the most interactions and engagement from our members. Our Twitter profile has gained 267 followers (Aug 2021-July 2022), and our profile has been mentioned 701 times in the same period. The figures below show our evolution.



August is the month with the most new followers and mentions because of the AOM annual meeting when both users and we are even more active. In 2022, we broke our record, with 154 mentions (vs. 139 in Aug 2021) and 47 new followers (vs. 34 in Aug 2021).

For 2023, we intend to continue with our strategy of monitoring our members' activities, retweeting what they post and creating relevant content. Also, we intend to stimulate SIMians to send their publications, special issues, and events.

AUG 2022 SUMMARY

Tweets

16

Tweet impressions

11.3K

Profile visits

6,044

Mentions

154

New followers

47

Acknowledgements

We want to acknowledge the following SIM members who have helped to produce and distribute the current issue:

The SIM Communication Committee Chair: Jae Hwan Lee (Hamline University of Minnesota)

The SIMian Co-editor: Benjamin N. B. Alexander (California Polytechnic State University)

The SIMian Co-editor: David J. Skandera (University of Central Florida)

SIM Division Website Manager: Daniel Martinez (University of Leon, Spain)

SIM Division Listserv Manager: Vincenzo Vastola (Montpelier School of Business)

SIM Division Social Media Manager: Lucas Amaral (IESEG School of Management)