



The SIMian

April 2022

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EDITORS' NOTE

Dear SIMians,

We hope you have had an impactful and healthy 2022 so far. This issue of *The SIMian* newsletter is mainly dedicated to information regarding the upcoming hybrid AOM 2022 Annual Meeting in Seattle, WA, USA in August. It also includes calls for submissions and participation.

The next issue of *The SIMian* will be published following the AOM 2022 Annual Meeting, and will focus mainly on reviewing the Annual Meeting from a SIM perspective. It will also feature calls for participations, recent book publications, and other announcements, so 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 questions or comments, feel free to contact us at The.SIM.Editor@gmail.com.

We hope you enjoy the issue!

David J. Skandera, University of Central Florida

Jae Hwan Lee, Hamline University in Saint Paul, MN

Benjamin Alexander, California Polytechnic State University

The SIMian Co-editors

2021-2022 DIVISION CHAIR'S MESSAGE



Katherina Pattit
University of St. Thomas

Dear SIMians,

As some parts of our lives seem to be going back to “normal” (or however we want to describe the “moving out of the worst of the Pandemic” state), it is hard to shake the feeling that we are not going to get a significant break in the foreseeable future. One moment I enjoy eager anticipation of seeing dear colleagues in person in August and the next I worry about the well-being of those in the areas affected

by war, continuing virus outbreaks, and ongoing social justice struggles. On top of that, the students in our classrooms need us more than ever to be their supporters and champions while they are struggling to find meaning and envision a future that is more hopeful.

With this persistent backdrop of challenges on a small and grand scale, I find motivation in the many acts of kindness and support from colleagues, friends, and family that remind me that community is what will sustain us in the important work each of us is doing. In this spirit I would like to thank the many, many volunteers that are keeping SIM going, even as our individual reserves are dwindling:

There are the many reviewers who dedicated precious hours to review conference submissions; there are our new representatives-at-large, Jo-Ellen Pozner and Julia Roloff, who stepped in on very short notice to lead the doctoral consortium with Jared Peifer’s support (please consider participating if you are asked to be a mentor or presenter); there is the membership team with Sarah Stephen at the helm who helps us stay in touch with various events and initiatives, and the communications crew under Jae Hwan Lee’s guidance who keeps us informed about those opportunities.

And of course there is our indefatigable leadership team – Michelle Westerman-Behaylo leading PDW programming, Cristina Neesham in charge of the conference program, Colin Higgins working on recognizing excellence through the various SIM awards and getting ready to take over as our next division chair, Andy Wicks securing leadership for SIM for the future through elections (please vote when the call comes out!!), and Amelia Carr, our treasurer, who has been essential in helping us plan scholarship support for conference registration. It is an honor to work with this groups of colleagues.

And, despite significant odds, we will be able to see many of our cherished colleagues and say thank you for all this work in person in Seattle in August! Just a quick preview of what the team is working on: 42 symposia, 234 papers, and 12 PDWs on the schedule; add to that networking with a luncheon, junior faculty consortium in a hybrid format, doctoral consortium, a social (finally) and more! Stay tuned for more information about conference activities in the coming weeks as the program gets finalized.

In connection with the conference, I want to take the opportunity to note a couple of important things. First, we will be offering a limited number of scholarships to help offset the cost of conference registration. As you have probably seen, the registration cost has increased significantly, mainly to reflect increased costs of offering a hybrid conference experience. The registration scholarships will be funded from SIM division reserves that were accumulated over the two years of virtual conferences. Information about the criteria for eligibility and the application process are included below in the newsletter. Second, after inquiries from members, we have addressed concerns about attendee safety with AOM leadership and have received information from AOM about the things that are being done to ensure a safe conference. Some information about this is also included in the newsletter below. The SIM leadership team is focusing this year on figuring out the best approach to the new hybrid conference format and on finding meaningful avenues for our members to connect safely and collaborate across the various virtual, hybrid, and in-person venues.

In lead-up to the conference, there are two upcoming events that I want to draw your attention to as well:

- There will be a **job market event** put together by the junior faculty consortium team and membership committee on May 17th (details to come soon). It will include a discussion with panelists from recruitment committees and those who got hired in the recent past and include time for Q&A. The goal is to provide tips and insights into the job-market process, which has changed somewhat in the pandemic environment (Zoom-Interviews are perhaps here to stay!)
- The **coffee & cocktail event** in June (stay tuned for the specific date/time) will allow for some traditional social conversations alongside an opportunity to highlight the AoM program and field any questions about the conference. I hope to see many of you there!

Please take good care as you finish the Spring term – it is only a few short months before we hopefully see each other virtually or in person in Seattle.

Best,

Katherina Pattit
SIM Division Chair, 2021-2022
kglac@stthomas.edu

APPLY TO RECEIVE AOM SCHOLARSHIP

There are three AOM Scholarship Applications

In connection with the conference, I want to take the opportunity to note a couple of important things. First, we will be offering a limited number of scholarships to help offset the cost of conference registration. As you have probably seen, the registration cost has increased significantly, mainly to reflect increased costs of offering a hybrid conference experience. The registration scholarships will be funded from SIM division reserves that were accumulated over the two years of virtual conferences.

REGISTRATION SCHOLARSHIP

The registration for this year's AoM conference has increased significantly (\$499 for faculty & \$250 for students through May 2 in early registration) at the same time as many institutions are reducing travel funding due to budget constraints. In order to enable SIM members to attend the conference in this challenging financial environment, the SIM division is participating in AoM's registration scholarship program and offering a limited number of scholarships that cover the conference registration fee for members. These scholarships are funded through SIM division reserves built up over the past two years of virtual conferences. Below is information for scholarship eligibility and application process.

Eligibility: In order to be eligible for a registration scholarship the applicant must be a member of AoM as the scholarships only cover registration fees and not membership fees. A member is eligible for the scholarship if the member's institution does not offer funding for conference attendance. Priority is given to requests in the following order: Students attending the doctoral consortium, junior faculty attending the junior faculty consortium, students with accepted program submissions (PDW, symposium or paper), junior faculty (prior to tenure) with accepted submissions, all other submitters with accepted submissions.

Application process: To request a registration scholarship, please submit a statement confirming that your institution does not provide conference registration support and a brief description of your funding circumstances and need. Also indicate whether you have been accepted to attend the doctoral consortium, junior faculty consortium, or your submission is part of the conference program. Also indicate whether you are a doctoral student or junior faculty member (pre-tenure). Scholarship applications should be sent to the SIM division chair (kglac@stthomas.edu) by June 30th and scholarship awards will be made on a rolling basis. Please note that the amount of scholarships is limited and you need to request a scholarship before registration as you will receive the scholarship in the form of a registration code that will give you a 100% registration discount. Since the scholarship does not cover AoM membership, you need to have a current AoM membership before using the registration code.

JUNIOR FACULTY CONSORTIUM SCHOLARSHIP

You must be in the first five years of your employment as a faculty member or in a postdoctoral position. Conference fee waivers will be available from the SIM and ONE Divisions for junior scholars in need. Attendance is by application. Further information about the application process will be distributed through the SIM newsletter and on SIM social media in the following weeks.

You can contact Susana Esper (s.esper@ieseg.fr) or Jason Pattit (jmpattit@stthomas.edu) if you have questions about the SIM-ONE Junior Faculty Consortium.

DOCTORAL STUDENT CONSORTIUM SCHOLARSHIP

We welcome participants from all stages of the PhD program to attend, though students more advanced in their doctoral program will be given priority in the event of over-subscription. SIM will pay the AOM student registration fee for SIM members who are accepted to the Doctoral Student Consortium PDW Workshop. The PDW workshop itself is free of charge.

Applications are due by June 15, 2022. To apply, please fill out this [online survey](#).

Or use the direct link below:

https://docs.google.com/forms/d/e/1FAIpQLSfK_PtxXiycMcXkVPg4m5mMOwqDAqr9HfBa_D853XJCWFpi3A/viewform

Please do not hesitate to contact the organizers if you have questions.

Jo-Ellen Pozner and Julia Roloff

Co-Organizers of the SIM Doctoral Consortium 2022

Questions: email jpozner@scu.edu) or julia.roloff@rennes-sb.com

WE CARE ABOUT YOUR SAFETY IN SEATTLE

Due to national media news about safety challenges in downtown Seattle, some members inquired about the approach AoM is taking to ensuring a safe conference experience for attendees. Barbara Rizzotti, the Meetings and Conferences Registration Coordinator from the AoM conference team has shared some information with us that could be helpful as you plan your stay.

From Barbara: “The AOM is working closely with the Seattle Visitor and Convention Bureau who knows that safety is a critical factor when planning travel. [T]he Visitor and Convention Bureau works in tandem with the Seattle Police Department (SPD) and the Downtown Seattle Association (DSA), which oversees the Ambassador Program, to ensure that everyone feels welcome and safe in the city. Those agencies will receive a convention alert prior to AOM’s arrival and they will be a welcoming presence throughout downtown during the conference.

(<https://downtownseattle.org/programs-services/downtown-ambassadors>)

They have created this resource page Safety in Seattle, which outlines the issues that have been reported on nationally, the responses, and the actions taken.

(<https://visitseattle.org/travel-advisory/safety-in-seattle>)

The Seattle Visitor and Convention Bureau has confirmed that, Yes, there has been violence on/near 3rd Avenue recently and the new mayor Bruce Harrell is working with the SPD along with the new City Attorney, to clean up that area. As with any large city, anywhere in the world, a common-sense approach to safety is strongly encouraged.”

Barbara has also offered that anyone with additional questions and concerns can reach out to her at brizzotti@aom.org.

2021-2022 PROGRAM CHAIR'S MESSAGE



Cristina Neesham
Newcastle University Business School

Dear SIM colleagues,

After two years of wrestling with this stubborn pandemic, we are now working on taking every opportunity to be together again, in real space. And what better occasion for this than enjoying the natural gifts of Seattle?

We are (slowly) coming out of our corners having learnt a lot about flexibility and adaptation – so this year we will be able to combine physical and virtual spaces in novel ways. It is indeed for the first time that we are trying new hybrid formats alongside the in-person only and virtual only modes. This may well be yet another ‘new normal’, and we are finding ourselves on an even steeper learning curve. No doubt there are pros and cons about each formula, and there will be ups and downs along the way – but let’s look at it as an exciting experiment, with an extraordinary potential for new beginnings, new understandings, and new achievements. Most importantly, let’s be together (in whatever format), so we can indeed fulfil the Academy’s promise for 2022 and start creating a better world. Goodness knows, we have never been in more need of it!

Through a division-wide survey, we have asked our members about their preferences – and for this we are very grateful to our colleagues in the SIM Communications team (Jae Lee, David Skandera, Ben Alexander, Daniel Martinez, Vincenzo Vastola, Julia Grimm, Lucas Laurino). We have taken on board your feedback and suggestions and, although we are aware not every wish can be granted, rest assured we will do our best. Overall, it’s great to see that submissions to SIM are growing again. After the ‘dip’ taken last year due to the crisis pressures as experienced in various parts of the world, submissions have increased by over 15% this year. We received 359 papers, 55 symposia and 12 PDWs, building up to a total of 426. Out of these, we accepted 234 papers (65%), 42 symposia (75%) and 12 PDWs (100%!). At the time of writing this message, there are still tough decisions to make about choosing the best format for each session, as we are working hard to match your preferences with the available structures and technologies.

There just isn’t enough space for the big, heartfelt THANK YOU we wish to send out to each and every one of our wonderful 304 reviewers and 63 associate editors, who engaged in the mammoth task of conducting over 1,100 reviews within a very tight schedule. Your labor of love is not forgotten. As we all know, it is the life and blood of developing the noble mission of SIM scholarship.



Let me also congratulate our colleague Michelle Westermann-Behaylo for putting together the PDW Program for 2022. With a good balance between research, teaching and practice, this year's workshops promise to be informative and engaging. All current SIM concerns are reflected here – ranging from human rights, social justice and global peace to sustainability and public goods, in an effort to integrate SIM scholarship into transdisciplinary approaches that make a difference. I am very much looking forward to inspiring debates supported by a truly international audience.

Michelle Westermann-Behaylo
University of Amsterdam

We are also very grateful to the SIM membership committee (Sarah Stephen, Frank de Bakker, Sebastian Hafenbrädl, Barrie Litzky) the SIM social media managers (Julia Grimm, Onna Malou van den Broek, Lucas Laurino) who have been working tirelessly to establish our division's presence online and maintain our sense of togetherness by virtual means. Please look out for our next SIM 'coffee and cocktails' virtual meetings! Other opportunities to connect will be, as usual, the SIM Research Development Workshop, the Speed Networking event, the SIM Business Meeting, and the SIM Social. I also encourage our junior scholars to answer the Calls to the Doctoral Consortium and the SIM-ONE Junior Faculty Consortium, which will be out soon.

In closing, I would like to mention how much I have been supported by the wise counsel and guidance of the SIM Leadership Team. Colin Higgins, Katherina Pattit, Andy Wicks and Michelle Westermann-Behaylo, thank you for your input, collegiality, and... for being such wonderful human beings. Looking at how we have progressed as a division over the years, I am proud and honored to be Program Chair for one short moment in SIM's long and flourishing journey. I am looking forward to seeing this year's Program unfold and to meeting all SIMians again, with their colorful badges or without, in Seattle or online (or both!).

For any queries regarding this year's SIM Program, I can be contacted at:
CNSIMAOM@gmail.com or Cristina.neesham@newcastle.ac.uk

Cristina Neesham
2021-2022 SIM Program Chair

2022 SIM COMMITTEE CONSORTIUMS AND WORKSHOPS

2022 SIM-ONE JUNIOR FACULTY CONSORTIUM

Jason Pattit

University of St. Thomas



“How SIM-ONE scholarship can contribute to the creation of a better world”

The Junior Faculty Consortium (JFC) is an annual event that provides an opportunity for early-career faculty members and postdocs that are members of the Social Issues in Management (SIM) division or the Organizations and the Natural Environment (ONE)

division to network with senior faculty members and develop their research ideas.

This year’s JFC is organized by Susana Esper (SIM), Jason Pattit (SIM), Amanda Williams (ONE), and Ju Young Lee (ONE). Under the subject “How SIM-ONE scholarship can contribute to the creation of a better world”, and echoing the annual meeting theme “Creating a better world together”, the consortium will delve into a discussion of our potential for contributing to meaningful and impactful research in the midst of grand societal challenges that evolve at a pace and scale that was unpredicted, such as COVID-19, social unrest, and climate change.

Building on the experiences from the previous face-to-face (until 2018) and virtual (2020 and 2021) SIM-ONE JFC events, we are planning to conduct the consortium as a live-streamed hybrid event this year to ensure that the core of the JFC formula and its spirit of knowledge sharing and inclusiveness within an expanding community of junior and senior faculty is successfully preserved. We will welcome both face-to-face and online participants. We have designed activities to generate dialogue around issues such as building a coherent research and teaching program in time for key evaluation milestones (such as contract renewals and tenure decisions), funding, developing a scholarly identity, and specific publishing issues such as navigating the review process, determining ‘fit’ between a paper and journal, and getting SIM/ONE scholarship placed in leading journals. Additionally, junior faculty will receive feedback on a working paper from a senior faculty.’

The senior SIM scholars that have kindly agreed to join us for the 2022 JFC are:

- **Bobby Banerjee** *Bayes Business School*
- **Tima Bansal** *Ivey Business School*
- **Hari Bapuji** *University of Melbourne*
- **Stephanie Bertels** *Simon Fraser University*
- **Flore Bridoux** *Rotterdam School of Management*

Susana Esper

IESEG School of Management



Amanda Williams
IMD Business School

- **Jill Brown** *Bentley University*
- **Maoliang Bu** *Nanjing University; Ivey Business School*
- **Caroline Flammer** *Columbia University*
- **Joel Gehman** *George Washington University*
- **Michelle Greenwood** *Monash University*
- **Patrick Haack** *HEC Lausanne*
- **Gazi Islam** *Grenoble Ecole de Management*
- **Nien-hê Hsieh** *Harvard Business School*
- **Jonatan Pinkse** *Alliance Manchester Business School*
- **Kathleen Rehbein** *College of Business Administration, Marquette University*
- **Mike Russo** *University of Oregon*
- **Sandra Waddock** *Carroll School of Management, Boston College*
- **Judith Walls** *University of St. Gallen*
- **David Wasieleski** *Duquesne University*
- **Christopher Wright** *The University of Sydney*

Application Announcement

You must be in the first five years of your employment as a faculty member or in a postdoctoral position. Conference fee waivers will be available from the SIM and ONE divisions for junior scholars in need. Attendance is by application. Further information about the application process will be distributed through the SIM newsletter and on SIM social media in the following weeks. But you can contact Susana Esper (s.esper@ieseg.fr) or Jason Pattit (jmpattit@stthomas.edu) if you have questions about the SIM-ONE Junior Faculty Consortium.

2022 SIM DOCTORAL STUDENT CONSORTIUM PDW

Jo-Ellen Pozner

Santa Clara University

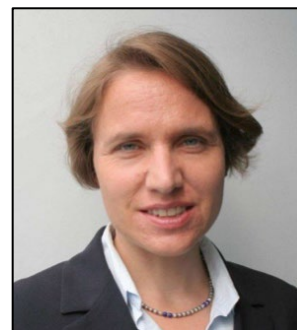


The SIM Division will offer a virtual Doctoral Student Consortium during this year's hybrid AOM Annual Meeting on Sunday, August 7, from 8:30am – 4:30pm PDT.

The PDW workshop aims to inspire and to inform doctoral students focusing on SIM topics about elements leading to success and impact in their scholarship, teaching, service, and lives as academics. Distinguished SIM scholars (see list below) will share their knowledge, participate in panel debates, and engage with students. Junior SIM faculty will share their recent experiences with their fruitful dissertation process, the job market, and with mastering teaching. The PDW is designed to be informative and interactive. In general, participating students will develop a ‘survival toolkit’ for their doctoral program and early professional career, as well as inspiration for making an impact in the world through your work.

Julia Roloff

Rennes School of Business



The SIM Doctoral Consortium is designed for current PhD students with an interest in Social Issues in Management. We welcome participants from all stages of the PhD program to attend, though students more advanced in their doctoral program will be given priority in the event of over-subscription. SIM will pay the AOM student registration fee for SIM members who are accepted to this PDW workshop. The PDW workshop is free of charge.

Applications are due by June 15, 2022. To apply, please fill out this [online survey](https://docs.google.com/forms/d/e/1FAIpQLSfK_PtxXiycMcXkVPg4m5mMOwqDAqr9HfBaD853XJCWFPI3A/viewform). Or go to: https://docs.google.com/forms/d/e/1FAIpQLSfK_PtxXiycMcXkVPg4m5mMOwqDAqr9HfBaD853XJCWFPI3A/viewform

Please do not hesitate to contact the organizers if you have questions.

Jo-Ellen Pozner and Julia Roloff

Co-Organizers of the SIM Doctoral Consortium 2022

Questions: email jpozner@scu.edu or julia.roloff@rennes-sb.com

Scheduled Presenters:

- Brad Agle
- Miguel Alzola
- Shawn Berman
- Jon Bundy
- Amanda Cowan
- Frank De Bakker
- Naomi Gardberg
- Julia Grimm
- Michael Johnson-Cramer
- Jegoo Lee
- Kam Phung
- Pushpika Vishwanathan
- Jim Weber

2022 SIM RESEARCH DEVELOPMENT WORKSHOP



Tricia Olsen

University of Denver, Chair

The **SIM Research Development Workshop** brings together SIM researchers to improve manuscripts prior to their submission to high quality management journals. The purpose of the session is to exchange ideas and get feedback, in a collaborative fashion.

For Authors: Do you have a draft paper in the SIM field that would benefit from an in-depth developmental review by a leading scholar in the subject? You'll get to build your network, to boot! If so, please upload your full paper [here](#) by **6 June**. Or go to:

https://docs.google.com/forms/d/e/1FAIpQLSdbYkjMTxusl7tokCWam506yB6As_eLpaFK192hoN6ojXsblQ/viewform.

For Readers: Would you be able to provide developmental feedback and continue to help build our community? Please input your information [here](#) by **6 June**. Or go to:

https://docs.google.com/forms/d/18mFsnfsoUdLEHvz9tDeGPw9ZAKsWHDjPrsM0Dv_UYLo/viewform?edit_requested=true

2022 SIM CURRICULUM DEVELOPMENT WORKSHOP



Jae Hwan Lee
Hamline University

The Social Issues in Management (SIM) Curriculum Development Committee (CDC) holds a Professional Development Workshop (PDW) to present a “flipped classroom” method to teach SIM topics such as stakeholder management, corporate social responsibility (CSR), ethics, and sustainability.

Flipping the classroom is a type of blended learning which aims to increase student engagement and learning. In this learning environment, students complete readings at home and work on live problem-solving during class times. During the PDW the presenter will explain major benefits of flipping the classroom and share teaching tips using this approach. Those attending this PDW will have opportunities to ask questions and participate in discussions. At the end of the PDW attendees will receive a resource packet helpful for flipping the classroom in teaching major social issues. The PDW does not require pre-registration and is open to all AOM members.

We look forward to seeing you in Seattle!

Sincerely,
Jae Hwan Lee
jlee53@hamline.edu

CALLS FOR PAPERS AND PARTICIPATION

SPECIAL ISSUE OF BUSINESS SOCIETY REVIEW



Dear fellow SIMians,

Business and Society Review is now accepting proposals for Special Issues. As part of our new strategy for the journal, we evaluate SI proposals twice a year (May 1 and November 1). I invite you all to consider our journal for your special issue ideas.

I'd also like to warmly announce our new **Special Issues Editor, Jason Pattit** from the University of St. Thomas. We are all very fortunate to have Jason serve in this new role for the journal.

All the best,
David Wasieleski

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David M. Wasieleski, Ph.D.

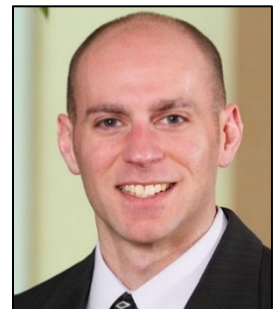
Albert Paul Viragh Professor of Business Ethics, Duquesne University

Affiliate Research Professor of Management, ICN Business School, Nancy, France

Editor-in-Chief: [Business and Society Review](#)

Thanks for the introduction, David!

Please do not hesitate to contact me with any questions you have about developing an SI for BASR. I would also like to let you know that there are two exciting open Calls for Papers (see below): (1) Including People on the Autistic Spectrum Disorder into Organizational Settings, and (2) Subsidiarity, Freedom, and the Logic of Gift in Business. Contact information for the guest editors and details about each issue can be found in the Calls for Papers that follow this announcement.



Please feel free to reach out to the guest editors with your questions. We are looking forward to receiving your submissions for these issues.

Best regards,

Jason M. Pattit, Ph.D.

Associate Professor of Management, University of St. Thomas

Special Issues Editor, *Business and Society Review*

The guidelines for SI proposals are posted [BASR website](#) and can also be found below

Guidelines for Special Issues in *Business and Society Review*

The mission of *Business and Society Review* (BASR) is to publish articles that address a wide range of ethical and social issues concerning the relationships between business, society, the environment, and the public good. BASR will normally publish two Special Issues (SI) each year that contain conceptual and empirical articles that explore topics and themes that are consistent with this mission. We will review proposals on May 1st and November 1st.

Content

Each SI should meet at least one of the following criteria:

- Advance an under-developed, emerging, or novel area of research (either theory- or phenomenon-driven) that has the potential to make a strong theoretical, empirical, or practical contribution to the business and society literature;
- Re-examine, re-define, or re-direct an existing and well-known area of research in the field;
- Enrich the conversation in the business and society literature by incorporating high-quality insights from areas outside of the discipline, including the social sciences, humanities, or the natural sciences.

SI proposals that are likely to attract high quality submissions, make a significant impact on the field, expand the business and society literature, and are helmed by a high-quality editorial team will be given preference.

Proposal

Potential guest editors with plans for a SI that meets at least one of the above criteria should submit their proposal of 1000-2000 words to BASR's Special Issues Editor, Jason Pattit. The proposal should include all of the following:

- A clear case for the SI, indicating how the criteria outlined above will be addressed;
- Some indication of the likely pool of submitters to the SI;
- A list of potential reviewers;
- A timeline, including any conferences or developmental workshops associated with the SI;
- A brief summary of the relevant qualifications of the proposed guest editors.

Proposals should be sent to jpattit-BASR@stthomas.edu.

Guest Editors

SIs should normally be edited by 2-4 guest editors. A team of guest editors should meet the following criteria:

- A proven track record of publications in respected journals in their respective fields;
- A proven and published expertise in the relevant area of the SI; and
- A track record of editing academic publications.

BASR also actively encourages editorial teams to reflect diversity in institutions, countries, gender, and ethnicity where possible.

Process

The role and responsibilities of guest editors are the same as those of associate editors of *BASR* (see ‘Guidelines for Associate Editors’), along with the following additional guidelines:

- Prospective SI editors are encouraged to consider including developmental stages in the process of the SI beyond the formal review process, including workshops or feedback on proposals prior to the submission deadline or workshops with authors who receive revise and resubmits to the SI. Plans for such activities should be clearly stated in the SI proposal. Such activities are not ordinarily funded by *BASR*.
- No more than one reviewer per manuscript may be chosen from the submitters to the SI. All potential conflicts of interests should be taken into consideration by the guest editors.
- Guest editors of the special issue are not permitted to submit manuscripts to the SI.
- Guest editors will write an introduction to the SI, which should be shorter 4000-8000 words. This introduction should go substantially beyond a summary of the papers published in the SI, mapping out the topic of the SI. This introduction should be written as an academic paper that meets *BASR*’s scholarly standards while advancing the conversation on the SI theme. The introductory paper will be sent to the *BASR* Special Issues Editor no less than two months after the acceptance of the papers is completed. The Special Issues Editor will provide developmental feedback in order for the guest editors to refine the paper.

Outcome

Similar to a regular issue of *BASR*, a SI will normally contain 5-6 papers. However, the review process should not be influenced by this target. If the number of accepted manuscripts is higher than this target, a larger or double issue may be considered. If the number of quality manuscripts is below this target, the SI can also be published as a shorter “Special Topic Forum” or “Thematic Symposium” in a regular issue of *BASR*. SI editors should inform the Special Issues Editor of the number of papers likely to be accepted during the review process.

Role of *BASR* Special Issues Editor

All SI teams will work with the *BASR* Special Issues Editor as the principal liaison. The role of the Special Issues Editor is to provide advice and guidance through the review process and ensure that the accepted manuscripts meet *BASR*’s standards for publication.

Acknowledgement of Reviewers

The guest editors should acknowledge and list by name all the reviewers that contributed to the review process in the introduction to the SI.

Call for Papers #1: Including People with Autistic Spectrum Condition into Organizational Settings: A Challenge for Business and Society

Guest Editors:



Coralie Fiori-Khayat
Lorraine University
coralie.fiori-khayat@icn-artem.com
(Main Contact)



Gundars Kaupins
Boise State University
gkaupins@boisestate.edu

Submission Deadline: September 1, 2022

We encourage contributions, which do not focus on the USA only. We welcome conceptual and empirical papers with a strong theoretical background. Comparisons between the situation of people on the spectrum and other neurodiverse persons are strongly appreciated.

All submissions should comply with BASR Author guidelines, which are available here <https://onlinelibrary.wiley.com/page/journal/14678594/homepage/forauthors.html>.

While autistic spectrum condition (ASC) has long been seen as psychoses coupled with mental disabilities only (Fletcher-Watson & Happé, 2019), it is now understood that ASC refers to neurodevelopmental diversities of unknown origin, characterized by a major structural alteration of communication and social interactions, by specific and restricted interests, and by stereotyped and repetitive behaviors (American Psychiatric Association, 2013).

Its prevalence rate, about 1% of the population, is growing rapidly due to better access to diagnosis (Coetzer G. , 2016; Markel & Elia, 2016). Some sectors, notably higher education and research, have a considerably larger presence of high functioning autistic people than within the general population (Baron-Cohen, Wheelwright, Skinner, Martin, & Clubley, 2001). However, significant representation in a limited number of professions does not mask the precarious professional circumstances that many autistic people experience (Baldwin, Costley, & Warren, 2014) as 85% are unemployed (Griffiths, Giannantonio, Hurley-Hanson, & Cardinal, 2016).

Many are therefore dependent on social assistance (where it exists) with a substantial cost on two levels. First, the medical care and support a high-functioning autistic person may receive can cost approximately 2 million dollars over their lifetime (Buescher, Cidav, Knapp, & Mandell, 2014). Second, in a growing number of developed countries, care for autistic people is difficult to obtain for minors and practically inaccessible for adults (Lay & Weiss, 2017). A significant number of high-functioning autistic people, therefore, fall into precariousness.

Those who manage to enter the labor market are more likely to work part-time, experience longer periods of unemployment, take different career paths (Krieger, Kinebanian, Proding, & Heigl, 2012; Nord, Stancliffe, Nye-Legerman, & Hewitt, 2016), have a non-linear professional trajectory (Griffiths, Giannantonio, Hurley-Hanson, & Cardinal, 2016), be overqualified for their position (Baldwin, Costley, & Warren, 2014) and regularly change companies (Black, et al., 2019). This results in significant health and human costs, which cannot be sustainable in the longer term and raise very serious ethical issues as for the kind of society we are making for younger generations.

In this special issue of *Business and Society Review*, we call for papers to examine the relationships among business, society, and inclusion of high-functioning ASC people.

Potential Themes

1. Papers can investigate **individual moral responsibility**, for instance searching how a manager could help including ASC team members (Solomon, 2020); or what the implicit ostracism against ASC individuals says about the way one perceives invisible differences (Fletcher-Watson & Happé, 2019). How can employees react to someone on the spectrum who displays inappropriate behavior? How and why might employees mentor someone on the spectrum?
2. Papers can investigate **organizational responsibility**, for example wondering why ASC youths' transitional needs are scarcely met at schools, colleges, and workplaces (Hedley, et al., 2018). How can organizations provide reasonable accommodation to those on the spectrum? What kinds of autism-related challenges would cause undue hardships for the organization? How can organizations leverage the strengths of those on the spectrum to increase productivity and organizational fit? How have companies such as Microsoft shared their successes and failures, associated with hiring those on the spectrum (Microsoft.com, 2021)?
3. Papers can investigate **societal responsibility** at large, e.g., questioning why ableism has shaped our societies so far (Campbell, 2009). They could investigate how ableist paradigms could be deconstructed to process towards a more inclusive society (Goodley, 2010). Or, they could analyze the reasons why it is generally *de facto* preferred to keep an ASC person on welfare, rather than including them into the workplace, despite high financial costs (Buescher, Cidav, Knapp, & Mandell, 2014). How can organizations enhance media, for-profit, nonprofit, and governmental recognition of successful efforts to incorporate those on the spectrum? How can negative stereotypes of autism be addressed?
4. Papers can also investigate **systemic responsibility**, researching what our relationship to neurodiversity in general and ASC, in particular, implies for response to existential crises in the post-modern Anthropocene (Shrivastava, Zsolnai, Wasieleski, Stafford-Smith, & Walker, 2019) and in light of corporate responsibility (Arnaud & Wasieleski, 2014). How does organizational response to employees on the spectrum relate to responses in other settings such as schools, families, nonprofits, and governments? How can organizational behavior toward those on the spectrum affect the economics and legislation in a wide variety of countries? How do organizational responses relate to the reduction of abuse and bullying in a variety of settings?

Additional topics could include:

1. **Change management and ASC:** as organizations, and societies more generally, are walking at a faster and faster pace (Blue, 2019; Rosa, Dörre, & Lessenich, 2017), which represents a challenge for ASC people, how can management accommodate for autistic routines (which are necessary for employees on the spectrum) in changing and accelerating times? How can organizations accommodate ASC people's needs when there are many human resource-related aspects of organizations such as work schedules, training, performance management, motivation, benefits, office layout, and security issues (Markel & Elia, 2016)?
2. **ASC inclusion as a cornerstone for more humanistic management:** While colleagues or managers cannot question visible disabilities, they can when it comes to invisible differences. This is all the more blatant as people on the spectrum suffer from strong impairments of their socialization capabilities. Thus, team-building activities are more difficult for them to handle – while the capacity to build strong interpersonal links may be seen as a key element for humankind (Pirson, 2019). How can managers and colleagues cope with a team member who is mentally unable to socialize the “usual” way?
3. **ASC as an organizational asset:** When allowed to mix their specific interests and their occupation, ASC people may outperform their team members (Scott, et al., 2017). How could organizations benefit from ASC people's commitment, and would the organization's attitude be inclusive/humanistic, or opportunist? How can organizations incorporate the positive and reduce the negative aspects of ASD's variety of conditions (Coetzer, 2016)?
4. **ASC as a social stigma:** How can individuals disclose their invisible disabilities to organizations to avoid the negative stigma that might lead to discrimination, lower reputation, and singling-out (Johnson & Joshi, 2014). Conversely, what are the positive impacts of revealing autism in the workplace that can counter stigma and improve impressions and enhance productivity (Kaupins, Chenoweth & Klein, 2020)?
5. **ASC and discrimination:** What do organizational hesitation to hire and/or keep ASC individuals say about our relationship to difference, at the micro-, meso- and macro- level?
6. **ASC and theory:** How does autism in organizations related to business and society theories such as upper echelons theory (Whelpley & Perrault, 2021)?

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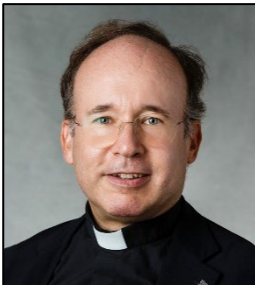
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Call for Papers #2: Subsidiarity, Freedom, and the Logic of Gift in Business.

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Submission Deadline: October 1, 2022

In general terms, according to the principle of subsidiarity, higher entities should not replace smaller entities in fulfilling their tasks unless the smaller entities are unable to do so. Each person and each group should be empowered to develop their own gifts in moral responsibility to their own calling and social relationships. As such, subsidiarity defends the personal freedom of individuals and of smaller groups against the power of collectives, while at the same time ensuring harmony and balance in society (Naughton, Buckeye, Goodpaster, & Maines, 2015). Under different names (e.g., self-determination, autonomy, and pro-socialness), the principle of

subsidiarity has been the focus of scholarship in economics and the social sciences as well as business ethics and Catholic social thought. From a theoretical, practical, and critical perspective, studies have shown the importance of good organizational environments for human flourishing (e.g., Ryan & Deci, 2017). The problems of decentralization and autonomy are very much studied in organizational science, and that of reciprocity is well-researched in economics (e.g., Ostrom, 2019). Inspired by Catholic social thought, Stefano Zamagni and Luigino Bruni, have given new meaning to the Italian school of Civil Economy (Bruni & Zamagni, 2016). Its main tenet is that we need to overcome the old liberal dichotomy of state (with its logic of imposition) and market (with its logic of contract and commutative justice) by rediscovering civil society (with its logic of gift, reciprocity, fraternity, and gratuitousness). This Special Issue provides an opportunity for cross-pollination of many ideas from disparate disciplines. Contributions that bridge these fields are welcome.

In the business literature, subsidiarity has been dealt with mainly in the field of business ethics (e.g., Kelley, 2010; Cremers, 2017; Martini & Spataro, 2018; ABländer, 2020; Frémeaux, 2020). Specifically, in the business ethics literature, there are three thematic focuses of subsidiarity: a) one group of publications considers subsidiarity as an essential element for the common good of society, the economy, and of the firm (Kelly, 2004; Kelley, 2010; ABländer, 2011; Sison & Fontrodona, 2012); b) another series of publications underscores the importance of subsidiarity for empowerment, freedom, and human flourishing of employees. (Naughton et al., 2015; Cremers, 2017); and c) a third group uses subsidiarity as a link to economists like Toniolo (Martini & Spataro, 2018) and Ostrom (Albareda & Sison, 2020) who share a vision of gratuitousness (gift) in business. In this third group, we place Frémeaux (2020) who uses the principle of subsidiarity in her analysis of diversity, equity, and inclusion as a way to foster the diverse gifts of all.

Despite these contributions, the literature does not offer a substantial monographic study of the importance of subsidiarity nor does it sufficiently link the three concepts of subsidiarity, freedom, and logic of gift. In our special issue we recognize the origin of the principle of subsidiarity in the Bible and in Catholic social teaching. However, Islam, Chinese philosophy and religion, Stoic philosophy, and the Enlightenment know the principle too. Thus, there are myriad approaches, both religious and secular to them, which can deliver fruitful insights for social philosophy and the social sciences. This special issue therefore seeks to foster such a conversation and aims to extend and develop theoretical conceptualizations as well as explore new applications of subsidiarity to the dynamics of business and management. We encourage authors to challenge existing theories and discover new fields of application of subsidiarity in business and management in a globalized economy and in a world that is increasingly beset by problems that can only be solved by international cooperation. We are particularly interested in the origin and development of subsidiarity in non-Christian religions as well as in secular philosophy.

Potential Themes

Contributions may address a wide range of questions related to subsidiarity, freedom, and the logic of gift in business including (but not limited to):

- New theoretical perspectives that deepen the conceptual understanding of subsidiarity for business and society.
- Subsidiarity as a middle ground between universalism and relativism.
- Innovative approaches to the connection between subsidiarity, freedom, and the logic of gift in the social sciences, social philosophy, and business ethics.
- Subsidiarity in the framework of virtue ethics.
- Origin and development of subsidiarity in religious traditions, particularly in non-Christian religions.
- Applications of subsidiarity to business and management, especially in organizational culture.
- Impact of subsidiarity on the conceptualization of top-down approaches to business responsibility.
- Perspectives opened by subsidiarity on thinking about localization in the expectations for responsible behavior.
- Role of subsidiarity in the creation of an organizational culture that fosters humanistic management.
- Organizational aspects of employee participation with view to the development of everybody's diverse gifts.
- Ways in which subsidiarity fosters the individual autonomy of employees and its limits.

Submission Instructions

Submissions are welcome from a variety of theoretical, methodological, and disciplinary perspectives, as long as they are closely in line with the topic of the Special Issue. Authors are

strongly encouraged to refer to the *BASR*'s submission guidelines for detailed instructions on submitting a paper to this Special Issue. Papers must be original and unpublished. They can have up to 10,000 words and must follow the editorial style of *Business and Society Review* which are found here (<https://onlinelibrary.wiley.com/page/journal/14678594/homepage/forauthors.html>).

All submissions must be made via *BASR*'s online submission platform by October 1st, 2022, Go to <https://mc.manuscriptcentral.com/basr>. Please be sure to indicate that the paper is for this Special Issue, during the submission process. The online submission system will start accepting submissions 60 days prior to the call for papers submission deadline.

A paper development conference will be held June 23-24, 2022, in Budapest at Public Service University – Ludovika University. Submitting a paper to this paper development conference is not a requirement for submitting or publishing a paper in this special issue. If you have any questions about the special issue or are interested in the paper development conference, please contact the guest editors through the contact details provided above.

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**SPECIAL ISSUE OF
MANAGEMENT COMMUNICATION QUARTERLY**



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CSR Communication in an Age of Digitalization and Polarization
Submission Deadline: December 15, 2022

The focus of this special issue is to bring together research on how organizations address sustainability/responsibility issues strategically via CSR communication in today's globally accessible and dynamic communication environments, especially in increasingly polarized societal discourses via digital media.

The Special Issue has close thematic links to the 6th International CSR Communication Conference that will take place September 14-16, 2022, at Leuphana University of Lüneburg, Germany (<http://csr-com.org/>). Like the conference, the special issue will be focused on how organizations can address sustainability/responsibility issues via CSR communication in today's digital and dynamic communication environments that tend to be increasingly shaped by disinformation and polarization.

The deadline for full paper submissions is December 15, 2022. See the full Call for Papers [here](#): Please note that participation in the conference is not required to submit to the MCQ Special Issue.



SIM SANDBOX WORKSHOP

Submission Deadline: May 1

Dear fellow SIMians,

We would like to invite you to the second **SIM Sandbox Workshop: Presenting and Discussing Research** on **June 2, 2022**, hosted by your fellow SIMians, Kevin Chuah, Bram van der Kroft, and David Skandera. It marries the experience of attending a SIM consortium with that of attending a SIM PDW.

Attendees will be able to discuss the feedback they received on their AOM submission(s) from AOM reviewers, practice presenting their work to an audience of fellow SIM-interested scholars, and serve as the discussant for one other attendee's paper and presentation. This event is designed for early-stage scholars in any AOM division, but in particular for SIMians (i.e., current PhD students and recent graduates).

Our goals for this SIM Sandbox Workshop are threefold. We hope to **(1)** offer emerging SIM scholars an opportunity to discuss the feedback that they received for the upcoming AOM Annual Meeting; **(2)** assist in developing a community of SIM thought leaders by taking advantage of the range of expertise in the SIM division; and **(3)** offer emerging SIM scholars an opportunity to connect with each other and develop long-lasting relationships.

If you are interested in joining the second SIM Sandbox Workshop, you can **sign up by sending an email** to sim.sandbox.2021@gmail.com, stating your name, school affiliation, and year in your PhD program or job title. The deadline for signing up for the SIM Sandbox Workshop is **May 1, 2022**, and further information about how to prepare for the workshop will be shared with you after you sign up.

We will also provide a **Networking Opportunity** at the end of the workshop. This opportunity allows participants to pitch a research idea and/or join the general audience without the need to present a paper and/or research idea. Each pitch should be 3 minutes in length, with the possibility to use presentation slides. After the idea pitch, a Q&A and discussion will follow. If you want to participate via a pitch, please contact us at the aforementioned email address and communicate your willingness to pitch your idea. Please note that this part of the workshop is designed to be a more informal discussion with all attendees to explore potential future research collaborations. As such, there might not be enough time for everyone who would like to pitch an idea to do so. We will select idea pitches based on a first-come, first-serve basis.

Below we review important dates to keep in mind and some initial information on what the SIM Sandbox Workshop will entail (more information will be shared when you sign up):

May 1, 2022:

- The **deadline** to sign up for the second SIM Sandbox Workshop is **May 1, 2022** (see above for information on how to sign up).

- Each attendee is encouraged to submit a current SIM-related research paper that has been submitted to the AOM Annual Meeting and feedback received from AOM reviewers when they sign up by emailing a Word/PDF document to sim.sandbox.2021@gmail.com.
- Each paper (with feedback) will then be assigned by the organizers to another attendee for discussion. Each attendee will serve as the primary discussant for one other submitted paper (you will receive your review assignment by **May 15, 2022**). Please make sure your discussion is developmental in nature and aim for around 5 minutes.

May 25, 2022:

- We ask discussants to send written discussion points to sim.sandbox.2021@gmail.com by **May 25, 2021**. The discussion points will then be shared with the author(s) of the respective paper.

June 2, 2022:

- The event will run for 3 ½ hours on **June 2, 2022, from 9:30am EST to 1pm EST**.
- On the day of the event, we will begin with a keynote on presenting your work at AOM, followed by multiple topic-based breakout rooms in which authors discuss their research and the feedback received from AOM reviewers. Depending on the number of attendees, each room will have 3-5 people.
- In the breakout rooms, the process will be as follows: Each attendee has 12 minutes to present their work and how they intend to incorporate the feedback received from AOM reviewers. Subsequently, the primary discussant will spend 5 minutes discussing the work. Finally, the full audience has 3 minutes to ask questions and debate the paper (again, the feedback session is supposed to be developmental rather than a pure critique of the research project).
- We conclude with the Networking Opportunity and a discussion about insights gained from the workshop.

For any further questions, please do not hesitate to reach out to any or all of the organizers at the emails provided below!

Kind regards,



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ANNOUNCEMENTS

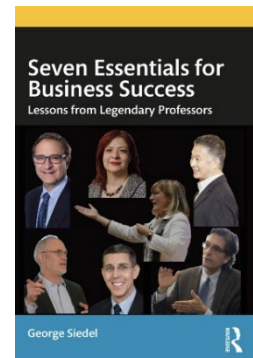
BOOK PUBLICATION: **SEVEN ESSENTIALS FOR BUSINESS SUCCESS**

George Siedel



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[Seven Essentials for Business Success](#) enables teachers to understand and use the best practices developed by award-winning professors, each of whom teaches one of the seven areas that are essential for business success: Stanford Professor Charles Lee (accounting), Wharton Professor Richard Shell (business law), Chicago Professor Steven Kaplan (finance), Michigan Professor Gretchen Spreitzer (management), Northwestern Professor Florian Zettelmeyer (marketing), MIT Professor Georgia Perakis (operations), and Harvard Professor Jan Rivkin (strategy).



These professors candidly discuss their successes and failures in the classroom, the mentors who inspired them, how they developed their teaching methods, and their rigorous preparation for class. Through descriptions of the professors in action, readers will gain an insider's perspective on their teaching skills, and witness how they teach the seven essentials for success in a variety of settings—undergraduate, MBA, Executive MBA, and executive education courses. The chapters also describe the daily lives (professional and personal) of the professors, and the impact they have beyond the classroom in improving organizations and society.

The concluding chapter presents six themes that summarize the teaching process used by the seven legendary professors. The chapter also includes many examples of the authenticity that characterizes their integrity and identity.

A key element in establishing authenticity is a sense of purpose that extends beyond the classroom and benefits future leaders, organizations and society at large. An [article](#) published by *AACSB Insights*, includes several examples from the book of the impact business school professors can have when they develop this sense of purpose.

For additional information, here is an [article](#) on the book from Poets& Quants.

REFUGEE EMPLOYMENT RESOURCES

Betina Szkudlarek
University of Sydney



Associate Professor Betina Szkudlarek (University of Sydney) and Dr. Jeannie Eun Su Lee (University of Newcastle, Australia) have curated educational materials to help businesses, educators, and the community engage in understanding, promoting, and facilitating refugee employment.

Jeannie Eun Su Lee
University of Newcastle, Australia



Educators have access to several multimedia resources, including a short animation and a podcast that can be used to help students understand the challenges refugees face in their quest for employment. The resources additionally provide insights into what businesses, students and the general public can do to help address barriers to refugee workforce integration. (<https://vimeo.com/showcase/refugee-employment>)

For businesses, Employers Guides to Refugee Employment are available in both Global and Australian versions. The guides illustrate the benefits of hiring refugees, inform businesses and employers on what to expect when hiring refugees and list additional available resources. (<https://www.sydney.edu.au/business/news-and-events/news/2018/05/30/bridging-the-refugee-employment-gap.html>).

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