

***The SIMian***

**May 2021**

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# EDITORS’ NOTE

Dear SIMians:

We hope your Spring 2021 term has wrapped up well. This issue of *The SIMian* shares messages from Andy Wicks (2020-2021 Division Chair) and Colin Higgins (2020-2021 Program Chair) regarding the 2021 Virtual AOM conference as well as additional highlights from the SIM Division’s upcoming program. The last part of this issue relates to calls for papers and participation, SIMians’ book publications, accomplishments, and other announcements.

Thank you to everyone who contributed to this issue. The next newsletter issue that will be published in Fall 2021 will primarily be dedicated to the 2021 virtual AOM Conference.

Email submissions to 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](mailto:The.SIM.Editor@gmail.com).

**Benjamin N. Alexander**, California Polytechnic State University

**Jae Hwan Lee**, Hamline University of Minnesota

*The SIMian* Co-editors

**Andrew C. Wicks, The Darden School of Business, University of Virginia**

# 2020-2021 DIVISION CHAIR’S MESSAGE

Dear SIMians,

We live in very interesting times. Writing this note to you against the backdrop of the verdict in the trial of the man now convicted of killing George Floyd, we approach the end of April with a sense of relief – as well as grief. Our country grows tired of so much violence and brutality, especially that which is directed at people of color, yet there seems no end to it. Or to the waves of pain felt by communities impacted by this violence. The verdict provides some measure of solace and hope – that in the wake of brutality, people who wield the power of the state can be held accountable. For that we are all grateful.

Yet there is so much more work to do that it can feel overwhelming. My hope is for us to maintain our resolve and continue to hold onto the best of what SIM has stood for – for justice, for peace, for doing the right thing.

Against this backdrop, I’d like to especially thank Paul Harper and Robbin Derry for their excellent work in putting together a powerful series of events on Racial Justice. These events have been extremely well done, they have attracted a wide array of important speakers and thought-leaders, and they have provided our community with a rich context in which to talk about these pressing issues. I do hope you will continue to show up for these events (including the last one of the current series, scheduled for May 7 on Racial Justice and Sustainability – hosted by Robbin Derry and Jeff York and find ways to sustain SIM’s engagement with these critical topics for the remainder of the year (and beyond). They could not be more timely or valuable. I also encourage others in our community to look for ways to build on these events and provide leadership that can help us all.

I’m pleased to share with you that we have already done much of the hard work of putting together the program for the upcoming AOM Meeting. There are so many people who have been working tirelessly to create a rich and diverse program – and I’d like to acknowledge a few of them. First, I’m so grateful for Colin Higgins, our Program Chair, and all the effort he has put into crafting our program. For those of you who have been PC, or who know the details of the job, it is a daunting responsibility and a ton of work. He has done an outstanding job. I’m also really pleased with Cristina Neesham and her efforts as PDW Chair. She has also put in a great deal of time and effort to put the program together and to support Colin. Katherina Patit (Incoming Division Chair) has been busy with organizing the Awards and working closely with the committees tasked with reviewing submissions and selecting the entrants we will recognize. Jill Brown has been putting in a lot of time working with the nominating committee and setting up our upcoming vote on incoming PDW Chair and new Representatives at Large (RAL’s). I strongly encourage everyone to please vote!

We are so fortunate to have an excellent Doctoral Consortium and this year Jared Peifer and Elise Perrault will be running the show. We learned a lot last year doing this online for the first time and they have put together another wonderful program for doctoral students – so please encourage folks to attend and provide any help you can if asked to participate. The Junior Faculty Consortium is also coming together nicely. Susana Esper and Vivek Soundararajan lead the program for SIM this year and they are doing great work on our behalf. I strongly encourage anyone who might be interested, or know of others who would benefit from it, to please sign up.

The Membership Committee, and especially Sarah Stephen (the Chair), have played a vital role on keeping SIM connected in this crazy year. I’m especially grateful for their ongoing series of Cocktails & Coffee (C&C) events, providing a fun and dynamic environment for SIMians to come together and enjoy a little time together. We will continue to have more such events and I encourage everyone to attend. Please look for two upcoming events likely to happen before July:

i) There will be a job market event is organized by the JFC & MC as a panel discussion with a selection of panelists from recruitment committees and those who got hired in the recent past. After the discussion, there will be time for Q&A. This is meant as giving an insight into the job market processes, tips, and hiring during the pandemic and provide a taster for the DC & JFC in August.

ii) The C&C in June will serve as a way of highlighting the AoM program and fielding some questions attendees might have. We will likely return to the 3 networking breakouts, with perhaps a short session in the beginning on the program.

Finally, I would just note that the best, and most humbling, part of being Division Chair is being reminded of how many people are involved in making SIM operate – and to be the thriving community that it is. I’m especially grateful for our Leadership Team and our Governance Committee who have done so much hard work this year and provide me with excellent counsel. Special thanks to our Communications Team (Jae Hwan Lee, Benjamin Alexander, Florian Findler, Daniel Alonzo-Martínez, Vincenzo Vastola, Julia Grimm, and Onna Malou van den Broek). our Treasurer (Amelia Carr – who does such great work for us!) and everyone else who works to support SIM and make us such a welcoming and compelling place to be.

I wish you a wonderful rest of your Spring and I’m excited to see you online for our AOM Program end of July!

Andy Wicks  
2020-2021 SIM Division Chair

**Colin Higgins, Deakin University**

# 2020-2021 PROGRAM CHAIR’S MESSAGE

A person in a blue shirt

Description automatically generated with medium confidenceDear SIM colleagues,

It seems like eons ago that we last met physically at the Academy conference! As you’ll be aware, the 2021 conference will be wholly online and virtual again this year. I suspect it may involve (at the very least) some kind of hybrid format for the foreseeable future.

We’ve all now become quite accustomed to meeting online, presenting and discussing our work via Zoom, and finding ways to network and socialise. After more than a year of doing so – it has become the new ‘normal’. I’ve got mixed feelings. On the one hand, a virtual event presents new opportunities. The cost of travelling to and attending the Academy meeting is out of reach for many – and the environmental footprint associated with our travel is considerable. The virtual format has enabled new voices from new areas to contribute to our discourse and scholarship, in less intensive ways.

Yet, on the other hand it seems we’re all becoming a bit fatigued by meeting online and spending so much time in front of our screens. It isn’t ‘quite’ the same is it? The opportunities that arise from the serendipitous chat in the elevator, in a coffee shop, or standing in those great conference halls pondering the next session are difficult to replicate online.

But, we have also learnt a lot about how to maximise the opportunities, and to minimise some of the challenges. Last year’s trial run provided great insight into what is possible. We heard you wanted more ‘real time’ sessions, and more opportunities to connect. We also saw the benefit of a wider time horizon and more ‘geographically-friendly’ time spots! Alongside this, the Divisions have shared much about what worked and what didn’t work.

This year our conference will be a bit smaller. Submissions across the Academy are well down on 2020 and 2019 submissions – so there is still clearly some work still to do on understanding this new way to connect. Overall, we received a total of 346 submissions to SIM – including 290 papers, 42 symposia and 14 PDWs. There are always hard choices to make, but this year we accepted 187 papers, 32 symposia and 12 PDWs.

About half of the presentations this year will be ‘live synchronous’ sessions – rather than the 10% we offered last year. Almost all of the PDWs will also be live – reverting to their primary objective of enabling people to connect and collaborate about new and interesting areas. We’ve also been able to offer much greater control over scheduling, format and timing to you. For the most part, you’re meeting when and how best suits you, your objectives and the time-zones of your presenters. Of course, it isn’t possible to satisfy everyone – but all live presentations will also be recorded – enabling anyone to catch up and engage at a time that suits them.

I’d like to send a hearty thanks to the fantastic team of 417 reviewers and 51 associate editors (who conducted a total of 1247 reviews!). We all know how important the review process is – and we all know the role good feedback plays in the development of our work. I know personally how valuable careful and thoughtful feedback is in the ultimate publication process.

Again, a big THANK YOU one and all!



Cristina Neesham has done a superb job pulling together this year’s PDW program. The conference them of ‘Bringing the Manager back in Management’ has stimulated some great sessions including ‘Contesting social responsibilities: The manager vs the rest of the world’ and ‘Towards the humanistic manager and transformative management’. I can’t wait to check out ‘Managing voices for the greater good’.

One of the big learnings (and which is still a work-in-progress) is building a sense of community online. I particularly want to thank the SIM membership committee (Sara Stephen (Chair, University of St. Gallen), Sebastian Hafenbradl, Barrie Litzky and Frank de Bakker) and our social media editors (Onna van den Broek and Julia Grimm) for picking up this challenge – and running with it! These folks have been working tirelessly behind the scenes to build momentum towards the conference, and also to find new ways for us to network and connect. If you haven’t been to one of the SIM ‘coffee and cocktails’ meetings, I’d encourage you to check it out. Annie Snelson-Powell and Tricia Olsen are organising this year’s SIM Manuscript Development Workshop – another valuable way for us to connect, chat and learn from each other.

**Cristina Neesham**

Overall, it’s been a privilege to be Program Chair this year. My eyes have been opened to the thoughtful work underway within our community – and the breadth and depth of the scholarship underway. We are a very broad division – and as more of our sork has become ‘mainstream’ across the Academy, I’m amazed at the space we’ve carved out to be genuinely field leading. I’m excited about this year’s program and I’m excited to be seeing you in the virtual sessions.

I must also say, in closing, that being Program Chair is made infinitely easier by the supportive, generous, kind and wise Executive colleagues I get to work with. Thanks for your guidance Katherina Pattit, Andy Wicks, Jill Brown and Cristina Neesham.

If you have any questions or need to reach me, feel free to contact me directly at [c.higgins@deakin.edu.au](mailto:c.higgins@deakin.edu.au).

Colin Higgins

2020-2021 SIM Program Chair

# NOMINATING COMMITTEE

**Jill Brown (Chair), Bentley University**

A person smiling for the camera

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The SIM Nominating Committee, consisting of Jill Brown (Chair), Andy Wicks, Katherina Pattit, Frank de Bakker and Daniel Arenas Vives, is excited that the elections are now up and running. For those who are curious about the process, the Nominating Committee is comprised of the past, current, and incoming Division Chairs, in addition to two elected representatives. In the past, we have run an election for the two elected nominating committee positions at the annual Academy of Management meeting during the SIM Business Meeting open to all members, where we take nominations from the floor and vote on those nominees. Going forward, we will be doing this online to be more inclusive of members who are unable to attend the annual meeting (either in-person or virtually). This was approved as a SIM Constitution change in 2019.

Andy Wicks
A person smiling for the camera

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**Daniel Arenas Vives**



**Frank de Bakker**

**Katherina Pattit**

**Andy Wicks**

Surprisingly, this year we had more of a response to the nominations committee election than we did to the open positions of incoming PDW Chair and representatives-at-large (RALs)! Perhaps it is about length of time for the commitment---the nominations committee is a one-year gig, whereas the incoming PDW Chair is a five-year leadership commitment and the RAL positions are for three years.  Who knows? Regardless, it was a pleasure working with Frank de Bakker and Daniel Arenas on the Nominations Committee and we thank them for the leadership in narrowing down a slate of candidates for RAL positions, as well as a candidate for incoming PDW Chair.

We encourage our members to get involved in volunteer positions within SIM that might provide exposure to the general membership for any future elected position. For example, many of the past Division Chairs began as co-organizers for the SIM doctoral consortium and/or the SIM/ONE junior faculty consortium. Similarly, experience on the Book Award and Best Dissertation Award committees seems to translate into enough exposure to get voted in as an RAL. So…come one, come all…and volunteer to serve and learn about the inner workings of the Academy of Management and our SIM Division! Please contact any one of the SIM governance group (Andy, Katherina, Colin, Cristina) if you have an interest in joining another committee. All our welcome!!!

# RESEARCH COMMITTEE

**Annie Snelson-Powell (Chair), University of Bath**



**Tricia Olsen**

The Research Committee includes Annie Snelson-Powell (University of Bath) and Tricia Olsen (University of Denver). The goals of the committee are to increase connections between our members and provide a collaborative environment to facilitate developmental opportunities for research.

To this end, we are excited to announce the Professional Development Workshop which will be held as part of AOM 2021 (29 July to 4 August), to help facilitate mentor/mentee relationships within the SIM community and provide developmental feedback on research-in-progress of our community members. If any of our SIM members are interested in providing feedback to such manuscripts, please sign up [here](https://urldefense.com/v3/__https:/eur01.safelinks.protection.outlook.com/?url=https*3A*2F*2Fforms.gle*2FGrTFCdCPRR8tQ2op6&data=04*7C01*7Cacs26*40bath.ac.uk*7Cb311ac741cab453b8ca608d90addd76e*7C377e3d224ea1422db0ad8fcc89406b9e*7C0*7C0*7C637552770204591266*7CUnknown*7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0*3D*7C1000&sdata=EFyLbuR4HsCksFlTMNN335kd5s16YPBUMhCKOLa*2BoL4*3D&reserved=0__;JSUlJSUlJSUlJSUlJSUlJSUl!!NCZxaNi9jForCP_SxBKJCA!HuqA3xVzO39DjtEa9cTqApbZcjX6alzkckYgpZ_1B0Z9P5v_YcOJ3U1ixHHvitqp$). If any of our SIM members have interest in submitting a full manuscript, please do so [here](https://urldefense.com/v3/__https:/eur01.safelinks.protection.outlook.com/?url=https*3A*2F*2Fforms.gle*2FUGtV5qQihc5c8AwZ6&data=04*7C01*7Cacs26*40bath.ac.uk*7Cb311ac741cab453b8ca608d90addd76e*7C377e3d224ea1422db0ad8fcc89406b9e*7C0*7C0*7C637552770204601213*7CUnknown*7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0*3D*7C1000&sdata=uCNU5wZVKGpW8q58Qxq4j5NPfOAxcMQnvDxModYJ1Ik*3D&reserved=0__;JSUlJSUlJSUlJSUlJSUlJSU!!NCZxaNi9jForCP_SxBKJCA!HuqA3xVzO39DjtEa9cTqApbZcjX6alzkckYgpZ_1B0Z9P5v_YcOJ3U1ixBS6lFuO$). Thank you so much for helping us build community during these times!

# CURRICULUM DEVELOPMENT COMMITTEE

**Jae Hwan Lee, Hamline University of Minnesota**



The SIM Curriculum Development Committee consists of Jae Hwan Lee (Chair) and Adele Santana (Sonoma State University).

The goals of the committee are to publish and disseminate information related to innovations in teaching and curriculum design and to organize a curriculum Professional Development Workshop at AOM meetings.

**Adele Santana**

The committee will introduce a variety of computer-based business simulations that you can use to teach corporate social responsibility (CSR), ethics, or sustainability in the pedagogical Professional Development Workshop (PDW) at 2021 AOM. At the beginning of the PDW presenters will first share their favorite simulations and teaching tips, after which you will participate in breakout room discussions. At the end of the PDW, you will receive a teaching resource packet detailing each simulation’s content and learning outcomes. The PDW does not require pre-registration and is open to all AOM members.

intervention in the dynamic of organizational life.

The PDW Chair will give an overview of the PDW, introduces presenters, and collects questions from attendees regarding what challenges they have in teaching CSR, ethics and sustainability. Then, two presenters will discuss select computer-based business simulations.

* *Corporate Social Responsibility and Ethics Simulation*

Benjamin Alexander (California Polytechnic State University)

* *Deepwater: A Competitive Business Ethics Simulation*

Jae Hwan Lee (Hamline University of Minnesota)

FYI, below are computer-based business simulations focused on CSR, ethics, or sustainability

* Strategic CSR Simulation
* Ethics Game, Ethics-LX, CampsimInbox (Ethical Decision-Making)
* The Trade-off, The Trust Game
* CleanStart, Fishbanks, Deepwater, World Climate, Climate Action

**All of you are welcome to join the PDW!**

# DOCTORAL CONSORTIUM

**Elise Perrault, College of Charleston**  **Jared Peifer, City University of New York**

A picture containing text, person, person, suit

Description automatically generatedA person with long hair

Description automatically generated with low confidenceThe SIM Doctoral Consortium Workshop is truly a team effort! It is led by Jared Peifer (Baruch) and Elise Perrault (College of Charleston), yet the Consortium brings together more than 15 SIM scholars who generously volunteer to mentor and assist PhD students interested in learning more about faculty life as a SIMian.

The objective of the Doctoral Consortium is thus to help introduce and integrate new SIMians to the division and provide advancement and mentorship opportunities as scholars network together.

Sessions include research and faculty development tips, woven together networking opportunities and culminating in the traditional “Fireside chat” (even if virtual) with one of our beloved SIMians. The SIM Doctoral Consortium has become a staple of our division’s programming and we look forward to meeting new SIMians each year!

**Call for Applications: SIM Division Doctoral Consortium PDW 2021**

The Social Issues in Management (SIM) Division will offer a virtual Doctoral Student Consortium during this year's virtual Academy of Management Meeting on one day between July 30 and August 4, 2021 (specific date details will be updated as the meeting program is developed).

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.

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, 2021. To apply, please fill out [this online survey form](https://baruch.az1.qualtrics.com/jfe/form/SV_7QjF55ZvresQUiG). For your convenience, here is a [Word template](https://www.dropbox.com/s/wp2ske5yzpcvma3/SIM%20DC%20application%20template.docx.doc?dl=0) so you can prepare your submission “offline” first.

Jared Peifer and Elise Perrault, Co-Organizers of the SIM Doctoral Consortium 2021

Questions: email jpeifer@baruch.cuny.edu or [perraulte@cofc.edu](mailto:perraulte@cofc.edu)

**Scheduled Presenters:**

Brad Agle Miguel Alzola Bruce Barry Shawn Berman

Jill Brown Jon Bundy Frank De Bakker Edward Freeman

Naomi Gardberg Michelle Greenwood Irene Henriques Collin Higgins

Jegoo Lee Ronei Leonel Greg Molecke Mette Morsing

Cristina Neesham Jared Peifer Elise Perault David Wasieleski

Jim Weber Andy Wicks Judith Schrempf-Stirling

Pushpika Vishwanathan Michelle Westermann-Behaylo

# SIM-ONE JUNIOR FACULTY DEVELOPMENT WORKSHOP

**A picture containing person, clothing

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**Vivek Soundararajan, University of Bath**

**A person wearing glasses

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**Academy of Management**

**SIM-ONE Divisions’ 2021 Junior Faculty Consortium**

**“Reimagining SIM-ONE Scholarship”**

***Susanan Esper, IESEG***

The SIM-ONE Junior Faculty Consortium is an annual event that provides an opportunity for early career faculty members and postdocs who are members of the Social Issues in Management (SIM) and/or Organizations and the Natural Environment (ONE) divisions to network with senior faculty members, learn and develop their research ideas.

The SIM-ONE Junior Faculty Consortium will take place on August 4th, 2021 and is scheduled for a 3h synchronous meeting and 1h asynchronous research discussion.

We would like to invite applicants to register for the online SIM-ONE Junior Faculty Consortium "Reimagining SIM-ONE Scholarship". The 2021 Annual Meeting's theme "Bringing the Manager into Management" invites us to rethink how our research and teaching are called on to shape what managers do on a day-to-day basis, especially in the highly uncertain context of the global pandemic and the social unrest that we currently face. In this year's consortium, we invite you to reimagine and rethink the distinctiveness of SIM-ONE's junior scholarly profile. We propose to delve into the discussion of our potential for contributing to meaningful and impactful research and teaching so that together we facilitate society's betterment much more than ever.

The following group of esteemed senior faculty members has already agreed to participate in the virtual SIM-ONE Junior Faculty Consortium:

Sophie Bacq (Kelley School of Business, Indiana University)

Bobby Banerjee (City University London)

Hari Bapuji (University of Melbourne)

Jill Brown (Bentley University)

Maoliang Bu (Nanjing University; Ivey Business School)

Frank de Bakker (IESEG School of Management)

Dror Etzion (McGill University)

Caroline Flammer (Boston University)

Ed Freeman (Darden School of Business, University of Virginia)

Michelle Greenwood (Monash University)

Nardia Haigh (University of Massachusetts Boston)

Ralph Hamann (University of Capetown)

Minna Halme (Aalto University)

Andrew Hoffman (University of Michigan)

Nien-He Hsieh (Harvard Business School)

Bryan Husted (EGADE Business School)

Charlotte Karam (American University of Beirut)

Johanna Mair (Hertie School of Business, Stanford University)

Kathleen Rehbein (College of Business Administration, Marquette University)

Juliane Reinecke (King's College London)

Now, all we need is you! The event is oversubscribed each year. We encourage you to apply early. We also invite Deans, Department Chairs, and other senior or junior faculty members to nominate their colleagues. The application process looks the following:

You must be in the first five years of your employment as a faculty member or a postdoctoral position. Your application must include a short CV and an extended abstract of a working paper (not more than 5 pages). Please also indicate the two preferred senior scholars you would like to discuss your research with.

Send your application to Sylvia Grewatsch [sgrewatsch@brocku.ca](mailto:sgrewatsch@brocku.ca) (cc: Susana Esper, s.esper@ieseg.fr) by May 21th, 2021.

We have a capacity for 30 participants. We will inform all applicants about the outcome of their application by June 15th, 2021.

Please note that the SIM and ONE divisions have generously agreed to sponsor the registration fee of SIM or ONE members facing financial restrictions at their home institution as a result of the pandemic.

The organizers for this year's consortium are Sylvia Grewatsch (ONE), Amanda Williams (ONE), Susana Esper (SIM), Vivek Soundararajan (SIM).

The lead sponsor this year is the ONE Division. Please email any questions and comments to Sylvia Grewatsch sgrewatsch@brocku.ca (cc: Amanda Williams, awilliams@ethz.ch).

We look forward to meeting you virtually!

Sylvia, Amanda, Susana, and Vivek

The SIM-ONE Junior Faculty Consortium (JFC) is an annual event that provides an opportunity for early career (up to five years of employment) faculty members and postdocs who are members of the Social Issues in Management (SIM) and/or Organizations and the Natural Environment (ONE) divisions to network with senior faculty members, learn, and develop their research ideas. This year’s JFC will take place during the online Academy of Management Annual Meeting, precisely on **August 4th, 2021**.

This year, 20 senior faculty, members of SIM and ONE divisions, and 20 junior faculty are expected to participate in the “Reimagining SIM-ONE Scholarship” JFC. The 2021 Annual Meeting’s theme “Bringing the Manager into Management” invites us to rethink how our research and teaching are called on to shape what managers do on a day-to-day basis, especially in the highly uncertain context of the global pandemic and the social unrest that we currently face. In this year’s consortium, we invite you to reimagine and rethink the distinctiveness of SIM-ONE’s junior scholarly profile. We propose to delve into the discussion of our potential for contributing to meaningful and impactful research and teaching so that together we facilitate society's betterment much more than ever.

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Please, find the call for applications here [JFC call for applications](http://sim.aom.org/ourdiscussiongroup/viewthread?GroupId=541&MessageKey=4f858413-6791-43d1-a62e-f0baeb20b59d&CommunityKey=63f3d465-5e1e-4f49-b60e-d0272edf240b&tab=digestviewer&ReturnUrl=%2fsim%2fbrowse%2fallrecentposts%3fSuccessMsg%3dThank%2byou%2bfor%2bsubmitting%2byour%2bmessage%2bto%2bthe%2bConnect%2540AOM%2bcommunity.)

# COMMUNICATIONS TEAM

**Vincenzo Vastola, Montpellier Business School**



The Communications Team consists of:

* Director: Jae Hwan Lee (Hamline University of Minnesota)
* Co-editor of *The SIMian*
  + - * + Benjamin Alexander (Cal Poly San Luis Obispo University)
        + Florian Findler (Vienna University of Economics and Business)
* Webmaster: Daniel Alonso-Martínez (Universidad de León)
* Connect Manager: Vincenzo Vastola (Montpellier Business School)



**Jae Hwan Lee Benjamin Alexander Florian Findler Daniel Alonso-Martínez**

We also have two SIMians who took over the SIM social media accounts from Kam Phung back in January 2021.

****

**A person with long hair

Description automatically generated with low confidence**Over the las few years, Kam has done an amazing job in establishing and growing the online SIM-community. Next off is making the SIM social media accounts a place to really CELEBRATE our community.

Julia is currently doing a Post Doc in organization studies at Cambridge University. Employing ethnographic methods, she studies issues related to supply chain sustainability, human rights and climate justice. Onna Malou is finishing up her PhD in political economy at King’s College London. She is interested in how international norms on responsible business are diffused, translated and institutionalized in different contexts, and how they ultimately become the skeleton of global governance.

**Onna Malou van den Broek**

**Julia Grimm**

**SIM social media strategy: Celebrating our community!**

We want the SIM social media accounts to become a to-go place where you feel a sense of community with other SIM-members and manifest the support and kindness culture within the division. Furthermore, we want it to be a place where you can learn about cutting-edge new research on social issue management in academic journals from the SIM-community and about opportunities within the SIM research space, such as call for papers, upcoming conferences, workshops, talks and job posts. Last, but not least, it will be the place to follow the latest updates about the annual conference and other SIM meetings.

**Share your work!**

The SIM social media is there for you and by you. We want to amplify your voices and virtually connect all SIMians. To do so, make sure you are following our accounts (@AOM\_SIM) and tag us in anything you would like to share. We have also introduced two reoccurring hashtags. Under the hashtag #meetSIMian we introduce and highlight the work of junior SIM-members and under the hashtag #SIMpublishes we post new publications of other (senior) SIM-members. Please (self-)nominate junior scholars within our community and share all your new publications with us. Let’s get the word out there, that SIM is SIMply wonderful!

**Summary of the 2021 SIMian Survey from the SIMian Editors**

Thank you for all of your responses to the SIMian Survey earlier this year! One section of the survey queried your feedback on virtual conference activities. We received between 50 and 56 ratings for each of the activities we asked you to assess and a variety of qualitative responses. SIM Division Officers have the individual responses, both quantitative and qualitative, to consider in formulating this year’s program. Please reach out if you are interested in additional information. Please reach out to the SIMian editors if you would like more detail on this informal survey.

Aggregate evaluations of different activities varied significantly. More than 70% of respondents offered that they would be either “extremely happy” or “somewhat happy” to participate in synchronous panel discussions, research roundtables, synchronous symposia, synchronous PDWs, interactive workshops, synchronous scholarly presentations, and mentoring activities. Other activities generated somewhat less enthusiasm. The figure below provides a summary of responses.

Graphical user interface, application

Description automatically generated

Survey respondents suggested a variety of additional activities or clarifications of those listed including discussions of contemporary social issues, digital doctoral consortia, seminars on the publication process, and activities that facilitate connections among members with similar interests.  Respondents also emphasized the need for accessibility in different time zones and the challenges they have experienced with virtual engagement.

# MEMBERSHIP COMMITTEE

**Sarah Stephen, University of St Gallen**



The Membership Committee aims at building a sense of community, facilitating communications and networking, and offering opportunities for growth. By doing so, we build on the division's strengths in being diverse, inclusive, and collegial. We also co-organise events with the SIM governance team and other SIM committees with the aim of providing support in achieving their targets.

Our team consists of Frank de Bakker (IESEG), Sebastian Hafenbrädl (IESE), and Sarah Stephen (University of St Gallen).

A person wearing glasses

Description automatically generated with low confidence

Given the current circumstances, we organise virtual events, open to SIMians (past, present, and future) and non-SIMians. In 2020/21, we co-organised SIM NETworking with the Research Committee. This mentoring programme, which connected junior and mid-career scholars with senior scholars, was well-received, with participants finding this useful and encouraging and requesting for more such events.

**Frank de Bakker**

**Sebastian Hafenbrädl,**

We also co-organised three well-attended Coffee & Cocktails (C&Cs), which are relaxed, networking events, some of which may have a thematic component. In August 2020, C&C was hosted by Jill Brown (Division Chair), in December 2020 by Andy Wicks (Division Chair), and in April 2021 by Andy Wicks and the Exploratory Committee.

We aren't resting on our laurels and will continue to offer valuable networking, informative, supportive, and professional development initiatives for the community. In May 2021, we will co-organise (with the Junior Faculty Consortium) a panel discussion on the academic job market, which promises to offer valuable insights for job market candidates and recruitment committees. June 10th will feature the next C&C, hosted by Andy Wicks, Colin Higgins (Program Chair), and Cristina Neesham (PDW Chair). Don't miss this event if you'd like to know more about what's planned for the AoM! And in July and August, we and the Research Committee will launch the next cohort of SIM NETworking.

We have more events planned for the third and fourth quarter. We strongly encourage you to subscribe to SIM's AOM listserv and follow the SIM division's Twitter account for keeping yourself updated about future events.  And we hope to see you soon!

# RACIAL JUSTICE COMMITTEE

The SIM Racial Justice Committee was formed in August 2020. Racial Justice Committee members are:





**Howard Jean-Denis University of Mass, Amherst**

**Robbin Derry University of Lethbridge**

**Paul Harper University of Pittsburgh**

The Committee has focused efforts this year on organizing and hosting 5 webinars, each with a panel of guest speakers whose research touches on racial justice themes.  The first one was on Racial Justice and Business Schools and considered issues related to teaching race, understanding whiteness, presumptions of race-neutral organizations, and whose scholarship is valued and cited, while other authors and topics are routinely excluded. Subsequent topics of the webinars have included Philosophy, History, and Technology, with discussions of how these broad areas have traditionally addressed or avoided consideration of racial justice within the cannons that are taught and popularly included in research.  Our final panel presentation will be on Friday, May 7 and will focus on Sustainability and Environmental Justice.  See details below for presenters and registration.

In each of our webinars we’ve had well over 100 registrants, and the numbers have continued to increase, which we take as a sign of success and appreciation for opportunities to address these topics.  We have had participants engaged from the UK, Europe, and Africa, as well as from North America.  Our format is to have a period for Q & A after the presentations, and we have posted a video recording of most of the webinars on the SIM website.

One of the goals of these webinars is to encourage and support more research on a range of topics related to racial justice.  Further to this end, we will be hosting a PDW at the Academy meeting this summer, to share some of our learnings from the presentations and to provide feedback on drafts of papers in development for our *Journal of Business Ethics* special issue on Racial Justice (see details below).  Attendance and participation in the PDW are NOT required in order to submit to the special issue.  Submission of a draft is not required in order to attend the PDW.  For those authors who are eager to have feedback on a draft of a manuscript in development, we ask that you submit your drafts by June 15 to [robbin.derry@uleth.ca](mailto:robbin.derry@uleth.ca).

# EXPLORATION COMMITTEE

**Erica Steckler, University of Mass Lowell**

SIM Division Chair Andy Wicks established the Exploratory Committee (EC) in Fall 2020 to provide a focused opportunity to learn more about members’ interests, expectations, and hopes for our Division.

The EC is chaired by Erica Steckler (UMass Lowell) in collaboration with Pushpika Vishwanathan (University of Amsterdam), Emilio Marti (Erasmus University Rotterdam), Jean-Pascal Gond (City, University of London), and Sandra Waddock (Boston College).



**Pushpika Vishwanathan**

**Jean-Pascal Gond**

**Sandra Waddock**



**Emilio Marti**

The EC is tasked with gaining insights about what makes SIM attractive and valuable to members, what members’ needs are, what is working well and where improvements can be made, and what innovations or future directions might be considered for strengthening the Division.

A primary goal of the EC is to include experiences and perspectives of current, past, and prospective SIM members who vary in terms of scholarly interests and methodologies, geographies, and career stages, among other considerations. In parallel, the EC has developed multiple strategies to engage with and learn from members. First, several exploratory questions were included in the recent SIM Member Survey (Winter 2021). Next, in coordination with the Membership Committee, a session dedicated to exploratory discussion was included in SIM’s most recent Coffee & Cocktails on April 15, 2021. Approximately 50 members participated and shared input and ideas in 30-minute facilitated breakouts. In addition, through Spring 2021 the EC is conducting a number of focus groups for SIM members based on career stages, including:  doctoral students and early career faculty, junior faculty, mid-career faculty, and senior faculty. Several individual interviews are also being undertaken to generate and deepen exploratory conversations with SIM members.

Insights from these activities will be presented at the annual SIM Business Meeting in August and in a report to the SIM Governance team.

# SIM DIVISION CHAIR’S RECENT MESSAGES

In the past few months, Andy Wicks, SIM Division Chair, has sent a few important messages via SIM Connect and SIM’s social media platforms. We have decided to re-share three of those messages here for those of you who have not had a chance to read them or who want to revisit them.

**March 2021 Message from Division Chair**

Dear SIMIans,

I am sad to announce that Denis Collins— beloved husband, father, son, brother, teacher, student, mentor, and friend—passed away on February 25th, 2021, at home and embraced by his loved ones. Please see below to read the Tribute to Denis Collins from Jim Weber.

Andy Wicks Division Chair, SIM, 2020-2021

[WicksA@darden.virginia.edu](mailto:WicksA@darden.virginia.edu)

**Denis Collins – Tribute**

Many of us have remembrances of, and stories about, our interactions with Denis Collins, he was that kind of person. He would come into your life and leave a positive mark, causing you to ponder, smile, maybe laugh, but always feel a new sense of passion for things that were important to you. That was Denis Collins for me.

I first met Denis when he started the University of Pittsburgh’s doctoral program, I was in my third year there. I am amazed with his confidence and drive. At that time I had finished comprehensive exams and was struggling to find a suitable dissertation topic. Denis came to Pittsburgh with his dissertation topic AND his dissertation data in hand based on his master’s degree work at Bowling Green University! This may be why he finished the program a year quicker than I did.

Thankfully we reunited again in Wisconsin. Denis provided me with a teaching model that I was never quite capable of duplicating but motivated me to always strive to bring the same passion into my classroom. At the core of his model was to set challenges before his students to make their lives better and the lives of those they touched. Denis created student projects that slowly but surely impacted the Madison landscape, especially among the non-profit organizations in town. Denis also led a series of business ethics roundtables and business leaders often remarked how rewarding this experience was for them personally.

Throughout our many decades as friends, I would look forward to seeing Denis at Academy of Management meetings. It was disheartening for me during those years where he was unable to attend due to cancer treatments or other complications, but delightful when we had a chance to catch up. Denis was always so happy to talk about how proud he was of his wife and children, his latest project focusing on teaching, and some “crazy” idea he had that sounded less and less crazy as he explained it to me and why it was important to him. Denis was a principled man ready to confront injustices and work for the disadvantaged.

His zeal and compassion for his students and their learning has made a mark in my professional life. We co-authored an article about teaching online, I adopted – with permission – many of his cases into my class discussions or assignments, and he would always challenge me to be better as a role model for my students as he was for his.

Yes, many of us have great stories to share and I hope we have a chance to do that in person at a Academy of Management conference very soon. But, until then, I am delighted to have been touched by Denis as a friend, colleague, and mentor.

My life is a little emptier with Denis’s passing but my life is also more abundant by all the gifts and blessings he freely gave to me during his life.

Thank you, my dear friend and thoroughly enjoy your new “spirit world,” as I know you will.

**Jim Weber**

The Rev. Martin Hehir, C.S.Sp. Endowed Chair in Scholarly Excellence

Professor of Business Ethics and Management

Managing Director, Albert P. Viragh Institute for Ethics in Business

Managing Editor, Business and Society Review

Co-editor, Business and Society 360

Co-author, Business and Society: Stakeholders, Ethics, Public Policy, 16th edition

Rockwell Hall Room 615, Palumbo-Donahue School of Business, Duquesne University

Pittsburgh, PA 15282 USA [412] 396-5475

**Editor’s Note:**

All are welcome to tune in for a celebration of his life at Holy Wisdom Monastery on June 12th at 2pm. If you cannot attend in person, participate in a livestream of the service via [holywisdommonastery.org](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fholywisdommonastery.org%2Fmonastery-without-walls%2Fstreaming%2F&data=04%7C01%7Cjbrown%40bentley.edu%7Cd981d33b92854724a58808d8f2120733%7C9030beae3cfc4788a9e2130204ff1f10%7C0%7C0%7C637525506617126512%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=F3jbMhHOWhsftBs%2FAGtzEAA0tbN8rpJ%2FIV0EMMtN8GQ%3D&reserved=0).

**April 2021 Message from Division Chair**

Dear Colleagues,

I write today with promising signs of Spring cropping up all over the place here in Charlottesville, Virginia. This welcome change of season also helps me appreciate progress happening across much of the world, especially regarding COVID-19. I hope this note finds you and your families doing well.

I’d like to share an update on an initiative I have prioritized during my year as Division Chair. Following the 5-year review process SIM just completed with AOM, I found the feedback we received to be helpful and intriguing, yet not nearly detailed or customized enough. Especially given the rapid changes happening in the world, the way other divisions of AOM have incorporated ideas and themes from SIM, and the changing expectations of our members, it is not clear how the 5-year review data helps us make informed decisions about how best to steward SIM into the future. Rather than lament these shortcomings, we decided to use this review as an opportunity to dig deeper: to better understand how members think SIM is doing, what members value from their affiliation with SIM, how the Division can be more responsive to members, and how the Governance Committee might most effectively advance SIM interests and aspirations through these very challenging times.

To expand on SIM’s learning from the review process, I have established an operating group called the “Exploratory Committee” (or “EC”) to help connect with and listen to our members to better understand who we are and what we want as a scholarly community. I value the emphasis of this committee because, while its engagement this year will be extensive and important, it will likely continue in the “exploring” phase for some time to come. I anticipate that future Division leadership will continue to build on the work of the EC, both to continue our efforts to explore SIM and to begin to move toward acting on what we learn. When the work of the EC concludes this summer (the end of my tenure as Division Chair), we will reflect on our initial learnings and share what we consider to be most significant with the Governance Committee and our Division membership. This will include taking a few minutes in the Business Meeting to include a short presentation on the EC.

I’d also like to note that our EC is an incredible and dedicated group of people from SIM. I’m thrilled that Erica Steckler agreed to chair the EC and that she put together an excellent team to serve with her: Sandra Waddock, Pushpika Vishwanathan, Emilio Marti, and Jean-Pascal Gond. The EC has been meeting and working since the Fall to engage with members of SIM by creating structured ways of listening to the community, gathering information and insights, and learning from our members. The EC has also sought the input of the Governance Committee and benefitted from their guidance. If anyone from the EC reaches out to you, I hope you will do all you can to support their efforts – whether this involves participating in a small group discussion, responding to a survey, or helping them analyze data. Their work is important and the more we all can help, the more useful the results will be for all of us.

On that note, I hope you can attend our next Coffees & Cocktails event that will take place on Thursday, April 15 at 2:30PM (EDT) – a component of this member gathering will involve the EC. <https://aomorg.zoom.us/meeting/register/tJYocOusrT4vE9FNEEr4uFwlLPIgtgDP8euR>.

Erica Steckler will host the event and Sandra Waddock will kick off with a short presentation on the history of SIM. There will be ample time for meeting and catching up with colleagues during this event, and we will designate a part of small group conversations to discuss things that the EC would like to hear about from you.

If you have any questions, or would like to talk more about this, feel free to reach out to me. If you wish to contact members of the EC, including Erica, please reach out to them directly (e.g. Erica’s email is: [Erica\_Steckler@uml.edu](mailto:Erica_Steckler@uml.edu)).

Thank you for all you are doing to support SIM and the work we do. I look forward to seeing you online for the 2021 AOM conference this summer!

Best,

Andy Wicks

SIM Division Chair (2020-21)

**Maty 2021 Message from Division Chair**

Dear Fellow SIMians,

The polls have closed, and the results are in! We have a new incoming Division Program Chair-Elect and 2 new Representatives-at-Large.

Please join me in congratulating:

* **Michelle Karen Westermann-Behaylo**, who is our incoming Division Program Chair-Elect! Well done and we welcome you to the leadership team.
* **Jo-Ellen Posner** and **Julia Roloff** are our two new RAL’s!

We are really pleased for you and excited to work with you in the coming year.

I’d like to also take a minute to thank Jill Brown, our Outgoing Division Chair who orchestrated our elections this year and has continued to be an incredibly active and valued source of leadership – for myself and the entire leadership team. She has worked tirelessly to get us great candidates and make sure the elections went off without a hitch. Thank you, Jill!

I’d also like to thank our Nominating Committee, especially Daniel Arenas and Frank de Bakker, who worked with members of our leadership team to get us the folks who appeared on the ballot. I truly appreciate their insight and help in putting together such a strong list of candidates – thank you

I want to thank those who were willing to volunteer for SIM, especially those willing to stand for election. Our division depends on the generosity of our members to share their time and their leadership to make us a great division. We can’t do this without you.

Finally, I’d like to thank all of you for taking time to vote!!!

Best,

Andy Wicks

Division Chair, SIM, 2020-2021  
[WicksA@darden.virginia.edu](mailto:jbrown@bentley.edu)

# CALL FOR PAPERS AND PARTICIPATION

**Corporate Governance: An International Review**

Call for Special Issue Proposals

Deadline for Submissions of Proposals: August 1, 2021

Corporate Governance: An International Review invites proposals for special issues that focus on a specific area of research that has broad appeal and fits with the aims and scope of the journal. The mission of CGIR is to publish cutting-edge international business research on the phenomena of corporate governance throughout the global economy. We define corporate governance broadly as the exercise of power over corporate entities so as to increase the value provided to the organization’s various stakeholders, as well as making those stakeholders accountable for acting responsibly with regard to the protection, generation, and distribution of wealth invested in the firm.

Special issue subjects have to be broad enough to attract general interest and sufficiently focused to be dealt within a single issue. In general, special issues should avoid a too narrow geographic focus and be open to contributions with various disciplinary framings, methods or levels of analysis. Special issues have to be the outcome of an open call for papers and must not be restricted to scholars who can attend a particular conference. Nonetheless, offering a paper development workshop for submitted manuscripts or revised submissions could be helpful (but is not necessary) in increasing the quality of contributions and meeting the high standards

of CGIR that accepts about 5% of all submissions.

Proposals of special issues have to be emailed to CGIR@wiley.com by August 1, 2021, indicating “CGIR Special Issue Proposal” in the header of the email. The proposal needs to include:

* A draft call for papers including the (provisional) title of the special issue and outlining its subject, relevance and novelty, as well as the scope of articles sought for (including potential subthemes to be addressed in the special issue);
* Short CVs of the proposed Guest Editors (including contact information, major publications and editorial experience);
* A 2-page statement outlining the state of research in the area and justifying why the special issue is needed and how is expected to entail theoretical, practical and policy implications as well as to attract a wide audience (ideally from various geographic areas and disciplines);
* A proposed timeline for each stage of editing and publishing the special issue;
* A list of scholars (including email addresses) who may be interested in submitting to, or reviewing for, the special issue.

Proposals will be evaluated with regard to the following criteria:

* Fit of the subject with the scope of CGIR;
* Potential to attract high-quality submissions;
* Relevance and novelty of the topic;
* Incorporation of relevant literatures;
* Projected theoretical, practical and policy implications;
* Attractiveness to a wide readership;
* Outlined organization of the editorial process;
* Overall significance of intended contribution.

Final decisions on proposals will be made by September 1, 2021. Authors of selected proposals will be invited to submit a full call for papers of their special issue by October 1, 2021. Submissions to the special issue will be made through the CGIR Manuscript Central website and be subject to the CGIR standard double-blind reviewing process. Guest Editors have to provide an editorial introduction to the special issue but should refrain from being involved in any regular submission to the special issue.

For queries about this call for proposals, please feel free to contact the CGIR Editors-in-Chief, Konstantinos Stathopoulos (k.stathopoulos@manchester.ac.uk) and Till Talaulicar (till.talaulicar@uni-erfurt.de), or the editorial office of the journal ([CGIR@wiley.com](mailto:CGIR@wiley.com)).

**Corporate Governance: An International Review**

**Special Issue on**

“Corporate Governance Mechanisms in light of the COVID-19 Crisis: How

Financial Information and Regulation, Managerial Decision-Making, and Policy

Intervention Can Shape the Economic Recovery”

Submission Deadline: August 1, 2021

Guest Editors

Amedeo Pugliese, Universitat Pompeu Fabra, Spain &amp; University of Padua, Italy

Massimiliano Bonacchi, Free University of Bozen-Bolzano, Italy

Christine Botosan, Financial Accounting Standard Board, USA

Dhananjay Nanda, University of Miami, USA

The Covid-19 global pandemic has been extraordinarily disruptive with dramatic health-related effects in terms of the death toll, number of affected patients and worldwide negative economic consequences including significant job losses, corporate bankruptcies, and a global recession of about 3% of the GDP (IMF, 2020).

Although prolonged halts to companies’ production facilities surely threaten their ability to survive, the severity of the loss companies face due to the disruption to their activities is not yet fully understood. There is little doubt that in the aftermath of the crisis, however, many companies and organizations will be the ‘patients’ to be treated. Whether the relief mechanisms implemented by governments worldwide and companies’ responses will be effective is currently unknown. The magnitude of the public health and economic consequences at stake and the related uncertainty shall call many researchers to action.

Visible signs of the downturn will feature in the financial statements of entities worldwide – private and public, large and small, for-profit and not-for-profit or governmental. The revenue shortfalls will severely depress net income and book value of equity and create pressure for short-term liquidity. In addition, current accounting standards may lead to subjective non-cash charges due to impairments of goodwill, inventory, and other assets and remeasurement of items measured at fair value, thus further decreasing net income and equity. Decreases in equity below

a certain threshold will trigger debt-covenants violations, and in some countries, shall impose a bankruptcy filing. Investors’ ability to assess future cash flows and entity value and auditors’ ability to monitor reported amounts are challenged in this environment. The ongoing uncertainty is spurring different behaviors and responses by various economic actors. Therefore, we see the following questions as being particularly relevant and timely from an empirical standpoint:

1. What are the managerial (and workers-related) implications in terms of compensation, incentives, and (mis-)alignment with other corporate and social stakeholders?
2. How do organizations respond in terms of capital structure, investments and accounting policies (e.g., in the financial industry some banks are increasing provisioning of future losses whereas others are recording all-time high profit?
3. How do policy makers like securities regulators (e.g., SEC), accounting standard setting bodies (e.g., IASB, FASB), national governments and supra-national entities (e.g., European Banking Authority) enact, suspend and review policies and rules to safeguard the economic systems without generating too much moral hazard and ineffective public spending?
4. How is the balance of power among governments, regulators, standard setters, and the various stakeholders (preparers, auditors, and users) impacted and what are the effects of shifts in that balance on financial reporting and the decision-usefulness of the information?
5. What is the role of ESG strategies in responding to the COVID-19? How do corporations balance purpose and profits during the crisis? Which responsible best practices in these unprecedented times are value creating? How have stock markets reacted to the way companies deal with trade-off?
6. Has the disclosure of risk factors changed in the post-COVID-19? How do these changes manifest? And how do various stakeholders use them? Are firms more responsive to tail-risk post-crisis and is this reflected in disclosures?

Since Corporate Governance: An International Review (CGIR) is a leading journal devoted to the study of corporate governance mechanisms, defined broadly to include topics related to the exercise of power and control over corporate entities, the role and effectiveness of accountability mechanisms (e.g., financial information, auditing, analysts, managerial compensation, boards of directors), the devise of laws, regulations and interventions to safeguard multiple stakeholders, our intention is to help foster research and theory development through empirical analysis, relevant to managing the aftermath of the health crisis and natural events more broadly. This will ensure that we learn lessons from the crisis so that the responses of policy makers (e.g., standard setters, governments and central banks), organizations and managers, as well as other actors within the business arenas (e.g., auditors, equity investors, analysts, debt-holders) will be more prompt in interpreting and reacting effectively when future crises occur.

CGIR will take on this challenge by providing a Special Issue as a venue for articles related to the responses of managers, organizations and policy-makers during and after the crisis. Consistent with the purpose and scope of the journal, this Special Issue will be open to multiple and diverse scholarly approaches to strengthen our knowledge on the economic consequences of crises and the most effective responses in terms of: (a) geographical areas, industry and institutional contexts; (b) levels of analysis, from micro (e.g., managerial) to mid-range (e.g., organizational) and meta-level (e.g., countries or regions), and (c) empirical approaches and settings (public and private, large and small, for-profit and not-for-profit). For example, we welcome research on how internal and external stakeholders react to the crisis:

* Do managerial compensation schemes change?
* Do investors revisit dividend policies and expected returns?
* How do auditors and analysts deal with uncertainty triggered by the lack of fully functional markets in assessing company performance and solvency?
* Do accounting standard setting bodies revisit (or not) the application or suspension of certain standards (e.g., impairment test or fair value accounting)?
* Did government suspend the application of accounting rules or delayed the contracting implications of ‘likely’ failed corporations?

The full Call for Papers and additional information can be found on [the journal’s webpage](https://onlinelibrary.wiley.com/pb-assets/assets/14678683/CfP%20CG%20Mechanisms%20in%20light%20of%20the%20COVID-19%20Crisis-1614877533227.pdf).

For questions about the content of this Special Issue, please contact Amedeo Pugliese ([amedeo.pugliese@unipd.it](mailto:amedeo.pugliese@unipd.it)). Leon Prieto has been featured in the Thinkers50 Radar Class of 2021 alongside Simone Phipps. There was nothing to copy and paste here but he wants this accomplishment to be featured.

**Products for Conscious Consumers: A Marketing Guide to Develop and Sell Ethical Products**

Editors: Kemi Ogunyemi and Vanessa Burgal

Lagos Business School, Pan-Atlantic University

*Publisher: Yet to be Determined*

There are many reasons why businesses should move towards more responsible behaviour. The best one would be an internal willingness to do so due to a decision to be an ethical business. This is the most compelling reason. However, other motivations could include the fact that consumers are better informed and becoming more conscious of the ethical footprint of the product and services they buy. There have been instances where people boycott certain businesses because they learn about their moral failures at different stages of the product life cycle. For example, people avoid businesses that depend on child-labour, businesses that violate fair-trade principles, businesses that pollute the environment, etc. This book is a guide for companies that want to produce goods and services in ways that enhance human flourishing in the world, to do business responsibly. We want to show that to achieve this, a clear understanding of the pivotal position of the marketer, and of how to assure ethical conduct as he or she carries out his/her individual responsibilities, is critical. Such a human-centered approach would help the company, especially the marketing function, to innovatively develop goods and services that are truly good for the human person and the planet. We are therefore looking at the process of creating value from the product design to the commercialisation and we will suggest what must change in the company processes to achieve the goal of being responsible.

We also decided to write this book to show how a responsible business can help its customers/clients make a difference to responsible development in the world. It touches on several important points:

1. The role of business in society - business as a form of intermediation to ease life and providence between peoples would lose its purpose if it were to destroy or damage society rather than help it achieve its bigger goal of the flourishing of all its members. Much of business is driven by the marketing function.
2. Marketers can make a difference in various ways towards achieving the common good in the societies where they operate. They can achieve this by first not deliberately harming others. Beyond this, they should actively do good by producing truly good goods and services. While seeking business profitability, many marketing practices could easily do harm, either deliberately or negligently. This book highlights the potential for harm as well as the potential for good.
3. In the face of the lack of awareness and/or willingness/motivation of its customers, a business, through its marketing function, can drive responsible behaviour and global sustainability imperatives by incentivising consumers to do the right thing - to act intelligently and to show consideration for others.

**Call for Chapters**

**Responsible Management: African Perspectives to Ethical Work, Sustainability, and Principled Entrepreneurship**

Editors: Kemi Ogunyemi, Omowumi Ogunyemi and Amaka Anozie

Email address: [kogunyemi@lbs.edu.ng](mailto:kogunyemi@lbs.edu.ng), [oogunyemi@pau.edu.ng](mailto:oogunyemi@pau.edu.ng), [anoziejava@gmail.com](mailto:anoziejava@gmail.com)

*Publisher: yet to be determined*

**Short blurb:** Africa is one of the world’s oldest economies, yet little is known about the wisdom which guided responsible management traditionally. Most work in the field employs Western perspectives. This book brings African voices to complement current global management knowledge and practice.

**Full book description:** While the term ‘responsible management’ has been considered difficult to define in a universally accepted manner (1), it is generally agreed that, “in business, responsible management is the commitment that management and leaders consider the ethical and moral significance of their everyday decisions” (2). We believe that African perspectives have much to offer in this regard.

Africa is a huge continent that is home to a great proportion of the world’s traditions; there is much to learn from the wisdom behind responsible management according to those traditions. We refer to a plethora of insights as yet untapped fully, especially for the field of management and, by extension, for responsible management. Much of the extant work on responsible management has been carried out from a Western perspective. Hence, we believe that it is now opportune to contribute a less known perspective to this body of work – by providing an outlet for voices from the multicultural nations of Africa. For example, the communitarian approach to life and the inspirational paradigms embedded in proverbs and adages, song and poetry, and folklore are among the many unique conceptual lenses that African peoples can contribute to enriching global perspectives on managing entities responsibly, be they public or private sector enterprise.  The continent has reservoirs of much-needed depth of understanding to offer for the purpose of enhancing responsible management – indigenous wisdom that motivates ethical practices at work, promotes sustainability and supports principled entrepreneurship – and thus could bring a lot of value to contemporary business practice around the world.

To achieve our aim, we ask you to collaborate with us from all over the continent by contributing theoretical perspectives and practical implications of indigenous approaches to managing responsibly, especially with regard to integrating ethical practices into businesses and assuring sustainability through ethical profitability.

1.Nonet, G., Kassel, K. & Meijs, L. Understanding Responsible Management: Emerging Themes and Variations from European Business School Programs. *Journal of Business Ethics*, 139, 717–736 (2016).

2. <https://africalaunchpad.com/responsible-management-definiton-and-principles/>

**Call for Chapters**

**Building a Green Africa – Sustainable Management Practices in a Volatile Environment**

Editors: Kemi Ogunyemi, Vanessa Burgal and Oreva Atanya

*Publisher: yet to be determined*

This book series aims to provide a comprehensive understanding of the state of play on the continent with regard to sustainability - the context, the issues, the actors, and the interrelationships and networks, as well as to chart the way forward with practicable recommendations and examples of good practices.

It is planned as a single book in four volumes. Within each part, we take the different stakeholders into consideration - corporates, SMEs, development organisations and NGOs, policy influencers, government, educators, etc. We also reflect on the possible extension of the social, economic and environmental (SEE) triad to incorporate any dimensions unique to the African continent, e.g. legal frameworks and corporate governance, given the rising application of the ESG lens in assessing sustainability in corporate Africa.

After suggesting the way forward for African countries working towards achieving sustainability along its different dimensions, the book ends by presenting practicable and innovative ideas for sustainability education for Africa’s future. The African scope is hinged on collaboration from authors across Africa, inclusion of case studies from the five African subregions *(East, West, North, Central and Southern Africa)* and incorporation of examples across Africa or at least regional trends in the individual chapter coverage.

Our core message is that, to deliver effective sustainable management practices for Africa, we need to deepen our understanding of the unique features of the continent.

**The “*Working as Equals”* Workshop**

Registration is now open for Working as Equals, a workshop on relational egalitarianism and the workplace. The workshop will take place online from 2-5 June 2021, 2-7pm UTC (10am-3pm Eastern Time, 7am-12pm Pacific Time).

Please register at [**https://www.eventbrite.com/e/working-as-equals-tickets-149596542285**](https://www.eventbrite.com/e/working-as-equals-tickets-149596542285).

A full program follows. For more details, including abstracts, see [**https://workingasequals.net/**](https://workingasequals.net/)

**Keynote Speakers**

Nien-hê Hsieh (Harvard)  
Niko Kolodny (Berkeley)  
Kasper Lippert-Rasmussen (Aarhus)  
Debra Satz (Stanford)

**Overview**

If we’re equals, then how come you’re my boss? This question lies behind a growing wave of ethical criticism that is directed at hierarchical workplace structures and deploys various ideals of relational (or social) equality. Can workplace hierarchy be justified, and how can this justification be squared with the ideal of relating to each other as equals? The Working as Equals workshop seeks to illuminate the moral dimensions of today’s workplace relations. It also aims to bring into focus the promise and limitations of the relational turn in ethical theory, using the workplace as a lens.

**Program**

Wednesday 2 June,

3pm-3.15pm UTC  
Opening Remarks

3.15pm-4.30pm UTC  
Debra Satz, “The case for democratizing work”  
Comments: Samuel Freeman

4.45pm-5.45pm UTC  
Sabine Tsuruda, “Workplace democracy”  
Comments: Daniel Markovits

6pm-7pm UTC  
Grant Rozeboom, “Good enough for equality”  
Comments: Gopal Sreenivasan

Thursday 3 June

2pm-3pm UTC  
Iñigo González-Ricoy, “Self-employment and independence”  
Comments: Lisa Herzog

3.15pm-4.15pm UTC  
Nicolas Cornell, “The supposed wrong of time theft”  
Comments: tba

4.45pm-5.45pm  
Michael Cholbi, “Justice in human capital”  
Comments: Christian Neuhäuser

6pm-7pm UTC  
Pierre-Yves Néron, “Seeing like a firm: working as equals and the challenge of conservatism”  
Comments: Véronique Munoz-Dardé

Friday 4 June

3.15pm-4.30pm UTC  
Kasper Lippert-Rasmussen, “Workplace discrimination, relational equality, and the comparative view”  
Comments: Erin Beeghly

4.45pm-5.45pm UTC  
Clara Lingle, “Scanlon on status inequality”  
Comments: Rahul Kumar

6pm-7pm UTC  
David Silver, “Hobby Lobby and the moral relationship between employers and employees”  
Comments: Amy Sepinwall

Saturday 5 June

2pm-3pm UTC  
Julian Jonker, “The workplace as a political institution”  
Comments: RJ Leland

3.15pm-4.30pm UTC  
Nien-hê Hsieh, “What is special about work?”  
Comments: Andreas Schmidt

4.45pm-5.45pm UTC  
Brian Berkey, “Relational egalitarianism, institutionalism, and workplace hierarchy”  
Comments: Han van Wietmarschen

6pm-7.15pm UTC  
Niko Kolodny, “Is there an objection to workplace hierarchy?”  
Comments: Jed Lewinsohn

**Contact Information:**

Questions may be directed to the workshop co-organizers, Julian Jonker (Wharton School, University of Pennsylvania) at [**jonker@upenn.edu**](mailto:jonker@upenn.edu) or Grant Rozeboom (Saint Mary’s College of California) at [**gjr5@stmarys-ca.edu**](mailto:gjr5@stmarys-ca.edu).

**Sustainability Centres Community Workshop 2021: Registration Open**

 Are you the Director of a Centre feeling the challenges of moving forward on the sustainability agenda? And is COVID-19 only adding to your challenges? If so, we encourage you to register for the Network for Business Sustainability Sustainability Centres Community Workshop on **July 12-15, 2021**, to be held virtually.

This event brings together a powerful community of [170+ business school centres](https://www.nbs.net/for-sustainability-centres) from across the world. The Workshop has been held every two years over the last decade – and just ask those who have previously attended to learn how much more progress they have made in their centre through their participation!

The [2021 Workshop](https://www.nbs-scc2021.com/) will focus on “Designing the Business Sustainability Centre of the Future”. Building from a day of multi-sectoral engagement, centre leaders will work collectively toward not just reacting to a new normal, but proactively leading their business schools in shaping it.

[**Registration**](https://www.nbs-scc2021.com/)is €100 and enables active engagement in all sessions. We are capping attendance at 200 individuals and ask that each centre have no more than 2 representatives.

The Workshop is hosted by the [Center for Sustainability Transformation and Responsibility](https://www.wu.ac.at/en/star)(STaR) at the Vienna University of Economics and Business and the [Institute for Business Ethics and Sustainable Strategy](https://www.fh-wien.ac.at/en/research/institute-for-business-ethics-and-sustainable-strategy/) (IBES) at the FH Wien University of Applied Sciences for Management & Communication.

Biennial SCC workshops provides a rare and important opportunity for business school sustainability/ responsibility centres to share common challenges and identify solutions. Outputs from the [2016](http://nbs.net/sustainability-centres-workshop-2016/) and [2018](https://nbs.net/p/sustainability-centres-workshop-2018-9c023fc9-8dfb-4013-bda2-0e4dc7bc025d) workshops are available online.

If your centre isn’t already a member of the [Sustainability Centres Community](https://www.nbs.net/for-sustainability-centres), do [join.](https://docs.google.com/forms/d/e/1FAIpQLSd0IF1u3xzAPNXZdA_GJW7-2urHyLhW_dsLq4LGRF1JJIBH1Q/viewform) It's free and fun. Questions? Contact [info@nbs.net](mailto:info@nbs.net).

**Call for Applications to a Special issue (virtual) Workshop**

Special issue titled **“Contesting Social Responsibilities of Business: Experiences in Context”**

*Journal:* ***Human Relations***

Guest Editors: Premilla D’Cruz, Nolywé Delannon, Arno Kourula, Lauren McCarthy,

Jeremy Moon, and Laura J. Spence

*Human Relations* Associate Editor:

Jean-Pascal Gond, City University London

Deadline for submissions to the workshop: **21 June 2021**

Deadline for submissions to the Special issue: **28 February 2022**

The objectives of this Special issue are threefold. First, we want to re-conceptualize the social

responsibilities of business organizations by advancing research using a relational perspective.

Second, we seek to explore and bring to the fore experiences of different forms of contestation

of these social responsibilities. Third, we aim to highlight the role of context of the social

responsibilities of business, focusing especially on contestation in overlooked geographic

settings and sites of marginalization.

A (virtual) special issue paper development workshop will be held on 16 September 2021. To

apply for the workshop, the deadline for extended abstracts is 21 June 2021. Further

information in the call for papers.

Link to full call for papers: https://journals.sagepub.com/page/hum/call-for-papers

Please consider submitting your work to both the workshop and the special issue. And please do

not hesitate to circulate the call across the SIM community. Any inquiry can be sent to

contestingsr@gmail.com

**Social Movements, Markets, and a Commons-based approach in the Digital World**

**Thursday, June 10, 3:00-7:00 pm (CEST)**

 Over the last years, new ways of organizing in the digital world have emerged, raising new moral concerns about the impact not only on workers and consumers, but more generally on how markets are governed and managed. This new scenario has also made possible some alternative forms of organizing, producing and consuming led by social movements, either in clear opposition to capitalistic forms or in hybrid models.

In this workshop, we aim to explore the intersection between elements and concepts coming from studies on social movements, moral markets, a commons-based approach, and the digital commons.

Towards this aim, we have invited prestigious speakers, who through their diverse perspectives and experiences, will provide critical theoretical and practical insights about alternative organizing in the digital age. For a more detailed description of the event, you can check [the program description here](https://www.esade.edu/itemsweb/wi/research/iis/210610-workshop-program.pdf)**.**Attendance is open, but registration (either on-line or face-to-face) is needed. You can find the [registration form here](https://apply-to-esade.force.com/EsadeEvents/s/lt-event?language=en_US&site=a6a1o0000008Tb0AAE&id=a7f5J000000kAcXQAU)**.**

**Welcome & introduction:** Daniel Arenas and Joan Rodon (ESADE)

**Panel Discussion by sessions:**

**Session 1:*“Social movements and moral markets” (3.05-4:20pm)***

The first session is dedicated to the different roles played by social movements and activists in the creation of moral or social-benefit markets, as well as to the co-existence of different types of moral markets, both in opposition to conventional markets and using hybrid models.

- [Panikos Georgallis](https://www.uva.nl/en/profile/g/e/p.georgallis/p.georgallis.html" \t "_blank) (U. Amsterdam)

- [Desiré Pacheco](https://www.iese.edu/faculty-research/faculty/desiree-pacheco/" \t "_blank) (IESE)

- [Simone Schiller-Merkens](https://www.uni-wh.de/detailseiten/kontakte/simone-schiller-merkens-2711/f0/" \t "_blank) (U. Witten/Herdecke)

**Session 2: *“Alternative forms of organizing in the digital world” (4.30-5:50pm)***

In the second session, the focus will be on how different ways of organizing have emerged to respond to the moral challenges posed by the digitalization of the economy and the emergence of platform capitalism. The discussion will also deal with how these alternatives attempt to preserve some public goods and what governance mechanisms they put in place.

-[Mikkel Flyverbom](https://www.cbs.dk/en/research/departments-and-centres/department-of-management-society-and-communication/staff/mfmsc) (Copenhagen Business School)

- [Ali Aslan Gümüsay](https://guemuesay.com/person/) (Humboldt Institute for Internet & Society)

- [Marina Michelli](https://ec.europa.eu/jrc/en/person/marina-micheli) (EU Science Hub)

**Session 3:** ***“Opportunities and challenges of putting a commons-based approach to practice” (6.00-6:45 pm)***

The third session will be devoted to discuss cases and practices from an applied and empirical point of view. The session will be approached form a practitioners’ point of view, emphasizing the opportunities and challenges in the context of the digital commons and its governance.

-[Ramon Roca](https://fundacio.guifi.net/es_ES/) (President of Guifi.net Foundation)

-[Núria Reguero](https://dimmons.net/team/" \t "_blank) (Digital Commons (DIMMONS-UOC) Research Group)

**Q & A with webminar and face-to-face audience**

Every session has its own moderator. The first session is moderated by Sira Abenoza (ESADE), the second one by David Murillo (ESADE), and the third by Liliana Arroyo (ESADE).

Affect and Cognition in Upper Echelons’ Strategic Decision Making: Empirical and Theoretical Studies for Advancing Corporate Governance.

Frontiers in Psychology

<https://www.frontiersin.org/research-topics/17546/affect-and-cognition-in-upper-echelons-strategic-decision-making-empirical-and-theoretical-studies-f>

- Humanistic Perspectives in Hospitality and Tourism

- Building a Green Africa – Sustainable Management Practices in a Volatile Environment

- Products for Conscious Consumers - A Marketing Guide to Develop and Sell Ethical Products

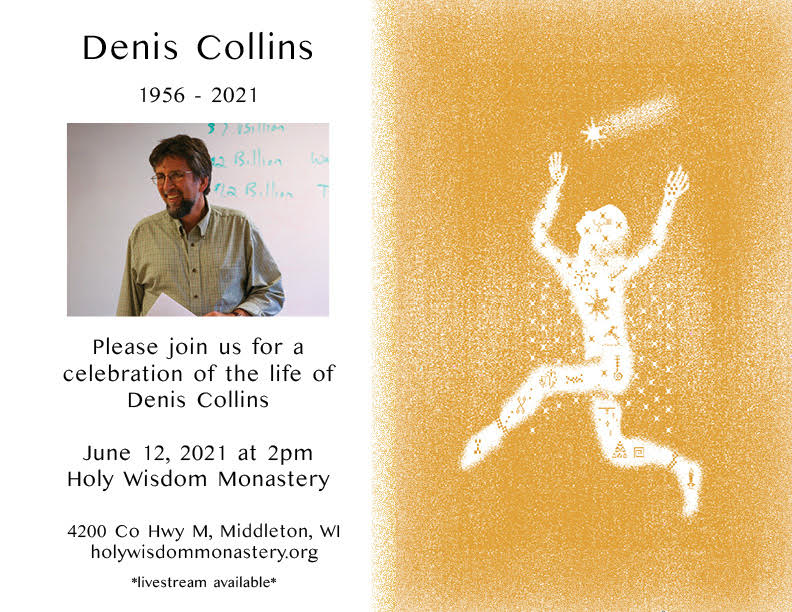
- Responsible Management - African Perspectives to Ethical Work, Sustainability, and Principled Entrepreneurship

# CELEBRATING THE LIFE OF DENIS COLLINS

**Gordon Rands, Western Illinois University**

Dear Simians:

All are welcome to tune in for a celebration of his life at Holy Wisdom Monastery on June 12th at 2pm. For those who are unable to attend in person, a livestream of the service will be available via [holywisdommonastery.org](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fholywisdommonastery.org%2Fmonastery-without-walls%2Fstreaming%2F&data=04%7C01%7Cjbrown%40bentley.edu%7Cd981d33b92854724a58808d8f2120733%7C9030beae3cfc4788a9e2130204ff1f10%7C0%7C0%7C637525506617126512%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=F3jbMhHOWhsftBs%2FAGtzEAA0tbN8rpJ%2FIV0EMMtN8GQ%3D&reserved=0).



# SIMIANS’ ACCOMPLISHMENTS



**Barry Mitnick, University of Pittsburgh**

Barry Mitnick, the former SIM Chair received Outstanding Author Award for 2019 (Emerald Literati Award, November 2020), *Research in Ethical Issues in Organizations,* Emerald Group Publishing, for journal article with Martin Lewison, "Fences Outside Fences: The Uses of Heroic Marginality in Ethical Behavior," *Research in Ethical Issues in Organizations*, 21 (2019), 103-156. He also received the Chancellor’s Distinguished Teaching Award for 2021, the University of Pittsburgh’s highest teaching award.

Additionally, he published two essays in The Conversation, the online site that publishes essays by faculty on the public policy relevance of research in their area.

The essays are meant for reading by the general public and are often widely re-published in the media. Mitnick’s two essays (one was also published in an updated version) were on con artists and on the historical context of threats to the civil service system. The Conversation maintains a dashboard that records the number of readers of each essay. As of April 27, 2021, Mitnick’s essays had 110,750 total readers.

Here are the links:

* <https://theconversation.com/why-do-people-believe-con-artists-130361>
* <https://theconversation.com/trump-wasnt-the-first-president-to-try-to-politicize-the-civil-service-which-remains-at-risk-of-returning-to-jacksons-spoils-system-145518>

**Paul Harper** (Clinical Assistant Professor of Business Administration, University of Pittsburgh) has been awarded the Chancellor’s Distinguished Public Service Award. The Chancellor’s award annually recognizes outstanding public service contributions by members of the University of Pittsburgh’s faculty.

In his eight years with the University, Harper has achieved vastly more in the Pittsburgh community than most can achieve in their careers. His career exemplifies a unique blend of teaching and mentoring with a strong record of public service, inclusive innovation, global venturing, and social entrepreneurship.

“As a new Black professional to the City of Pittsburgh, Paul immersed himself in our city’s cultural and social organizations,” says [Arjang A. Assad](https://www.business.pitt.edu/people/arjang-assad" \t "_blank), Henry E. Haller Jr. Dean. “This environment allowed him to use his doctoral research which had focused on how Black entrepreneurs have been marginalized in literature, thereby losing opportunities to shape meaningful public policy. Paul set out to remedy this by finding ways to link his work in the community back to the business school.”

Harper’s community service is exemplified by his ability to forge partnerships between the classroom and the community. Through his research and findings, Harper sought out local Black entrepreneurship leaders to discuss ways to connect that ecosystem to Pitt Business.

This led to his invitation to join the City of Pittsburgh’s Equal Opportunity Review Commission (EORC). The EORC serves as the oversight mechanism for the city’s contracting activities and conducts due diligence to determine whether any specific contract over 50,000 dollars meets the desired diversity participation levels of women and minority companies. His role on the EORC enabled Harper to build strong relationships with Black business networks, such as the African American Chamber of Commerce, that he subsequently leveraged in his teaching and experience-based learning offerings.

Harper’s graduate-level social entrepreneurship course remains primarily concerned with growing Black businesses in the Pittsburgh region by developing strategies for connecting them to the emerging technological innovation core of Western Pennsylvania.

He has been the driving force behind a new undergraduate course focused on race and business ethics at Pitt Business, as well as [a series of presentations](http://sim.aom.org/new-item7) by top business scholars that examine issues of racial justice at the intersection of business and society.

After the death of George Floyd and the waves of protests that followed in 2020, Harper was moved to use his position to expand understanding of racial justice—both among business students who will be tomorrow’s leaders, and among colleagues in the field. As one of very few Black business school faculty members nationwide, he felt a personal responsibility to step forward and show leadership.

“Since the murder of George Floyd, there has been a consistent effort by people who are looking for a moral evolution,” says Harper. “I am heartened by that—and young people are at the lead. I want to have these conversations. These are the people who are going to move this world forward.”

He believes that a deeper understanding of racial justice is increasingly important to business students’ success.

“For corporations and the schools that are tasked with training their management and leadership ranks, the strategic implications are clear: As much as this is about Black and White, about good and bad, and about right and wrong, it is also about winning and losing,” says Harper.

“Moving forward, corporations will need new leadership who are trained to understand, recognize, and affirm calls for social justice emerging from the stakeholder ranks, and there will be fierce competition for the alumni of those schools who can provide that kind of strategy and business ethics training."

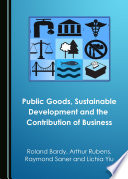
Harper continues to be a champion for social justice and public service—and never fails to bring his work in the community back to the University.

“Paul’s dedication to the Pittsburgh community instills valuable lessons in his students about the link between a university and the community in which it resides,” says Assad. “I firmly believe that these lessons will continue to resonate with his students as they enter and make progress in their business careers.

**Leon Prieto** (Associate Professor of Management, Clayton State University) and **Simone Phipps** (Associate Professor of Management, Middle Georgia State University) are both new members of SIM. We both achieved a significant career achievement earlier this year when we were named to the Thinkers50 Radar Class of 2021; an award that recognizes members of the new generation of global thinkers most likely to shape the future of how organizations are managed and led.

**Leon Prieto**

**Simone Phipps**



# SIMIANS’ BOOKS

**Public Goods, Sustainable Development, and the Contribution of Business**

<https://www.cambridgescholars.com/product/978-1-5275-6310-0>

**Roland Bardy,** BardyConsult in Mannheim, Germany

**Raymond Saner,** Basel University

**Arthur Rubens,** Florida Gulf Coast University

**Lichia Yiu,** Centre for Socio-Economic Development in Geneva

We published this book titled " Public Goods, Sustainable Development, and the Contribution of Business". In view of the covid-19 crisis and the discussions about "Building back Better" or conversely "Building Better Futures", we thought that you might be interested to know about this new source book.

It provides an expansive review of the public goods theory and highlights the inherent linkage between sustainable development and corporate responsibility for improving the current and future welfare of communities at home and abroad. The authors' main proposition is that sustainable development is focused on preserving and maintaining public goods. Consequently, whoever uses public goods is liable for their preservation, their maintenance and, where they are underdeveloped, for their expansion. The successful delivery, now and in the future, depends on a positive relationship of the public sector with the private sector.

We hope that this book stimulates discussions of scholars and policy makers in the field of sustainable development with business leaders. It is further hoped that the book closes the gap between the public and the private sectors by building a common understanding and common methodologies for implementing and measuring sustainable development in the macro- and the micro-sphere.

**Acknowledgements**

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

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