



# *The SIMian*

## December 2024

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## EDITORS' NOTE

Dear SIMians,

It is clear that researching, teaching, and raising awareness about social issues remains as critical as ever for society and management practice. This issue of *The SIMian* newsletter is dedicated to the SIM events at the 2024 AOM annual meeting in Chicago, and it looks forward to 2025, which is an important year for our Division because it is the year for our 5-year review under the AOM's review process. The newsletter includes messages from the current SIM Division Chair, Michelle Westermann-Behaylo; AOM Program Chair, Rajat Panwar; AOM PDW Chair, Punit Arora; and Division Chair-elect and Awards Chair, Erica Steckler. In addition, this issue congratulates and shares messages from the 2024 SIM awards winners.

If you have any questions or comments, feel free to contact us at [the.sim.editor@gmail.com](mailto:the.sim.editor@gmail.com).

We hope you enjoy this issue of *The SIMian* and have a wonderful start to the new year, 2025!

*David J. Skandera*, Virginia Commonwealth University

*Jae Hwan Lee*, Rollins College

*The SIMian* Co-editors

## 2024-2025 DIVISION CHAIR'S MESSAGE



**Michelle Westermann-Behaylo**  
University of Amsterdam

Dear SIM Members,

I hope this message finds you well and thriving in your scholarly pursuits. As the 2024-25 SIM chair, I am excited to extend a cordial invitation to each of you to submit your research to the SIM Division for the 2025 AOM annual meeting. It is very exciting that we will meet next July 25-29 in Copenhagen—the first AOM meeting in Europe!

This event promises to be an engaging forum where your work on crucial and timely issues can be presented and heard.

Our division has continually set the stage for pioneering discussions on a broad spectrum of topics that resonate deeply within business and society. Your contributions are what make our conference a rich and vibrant platform for exchange and the growth of our field. By presenting your work, you not only contribute to the collective knowledge of our community but also gain invaluable feedback. This is an excellent opportunity to advance discussion on the vital roles and responsibilities that define our field and to highlight innovative research that can guide future practices and policy.

Please consider submitting your PDW proposals, symposia and scholarly papers to SIM by the deadline of January 7th, 2025. Detailed information on submission guidelines and conference specifics can be found under the AOM 2025 tab on the SIM website. I particularly want to thank Rajat Panwar, SIM's Program Chair, and Punit Arora, SIM's PDW Chair, who will be managing the respective submission, review and acceptance processes for SIM. We are all eager to see how your research is pushing the boundaries of our understanding and application of the critical topics within SIM's domain.

Additionally, I particularly encourage you all to sign up to review for SIM in the AOM Reviewer Center, and when you do, to pay particular attention to the 5 (or more) keywords you select. This will allow Rajat to match your review assignments closely with your interests and expertise. In this way, reviewing not only provides a valuable and appreciated service to your fellow SIMians, but gives you insight into the cutting edge research being developed in your area of expertise.

Let us come together in Copenhagen to share insights and foster a community that is both reflective and forward-thinking. Thank you for your continued engagement and contributions to SIM. We look forward to your submissions and to another inspiring conference.

### **A Note on the State of the SIM Division and the Year 2024**

The SIM Division remains strong—with 1979 members this year, 48% of whom registered for the AOM annual meeting in Chicago this past fall. These figures are a bit lower than in 2023-2024

(2069 members and 49% registration) but still above our 5-year average. SIM remains among the top ten largest Divisions (out of 26 Divisions and Interest Groups) in the Academy of Management. A special thanks to our membership committee (Frank de Bakker, Sebastian Hafenbrädl & Sarah Stephen) for the outreach initiatives they've developed over the year, including both online and in-person meetings, workshops, social events and speed networking (thank you, Sarah Stephen and Susana Esper), to connect and inform our members and encourage participation.

While many of our volunteers are prominently visible, I particularly want to highlight and acknowledge the tremendous efforts of those who contribute to our SIM awards. Though their work might not always be in the spotlight, it is absolutely vital. These awards not only recognize outstanding contributions of groundbreaking work in our Division, they are an important means of recognizing and encouraging scholarly excellence in our field. Please read more about our 2024 award winners starting on page 12 of this SIMian newsletter. Special thanks goes out to our award committees: for the Best Business Ethics Paper Award (sponsored by *Journal of Business Ethics*), chaired by Kam Phung with Aishwarya Shahrawat and Jordi Vives Gabriel; for the Best Paper Award chaired by Kendy Hess with Hong Bui and Minna Halme; for the Best Student Paper Award chaired by Lucas Amaral Lauriano with Xinran (Joyce) Wang and Yahan Hu; for the William C. Frederick Best Dissertation Award (sponsored by Dr. Jim Weber and Dr. Millie Myers), chaired by Lea Stadtler with Laura Adler, Greg Molecke and Leandro Nardi; and for the Best Book Award, chaired by Petya Koleva with Theodora Issa and Prem Sagar Menghwar.

Much gratitude goes out to those who worked so hard to put our program together for the annual meeting, and continue to work hard for our Copenhagen program. In total, SIM received 496 submissions for the 2024 AOM annual meeting. Rajat Panwar did an excellent job evaluating the PDW submissions, scheduling and supporting the 4 key SIM annual consortia and workshops, scheduling 14 SIM-accepted PDWs and determining co-sponsorships of 65 PDWs with other Divisions. Erica Steckler did a wonderful job organizing the reviewing, sending out acceptance decisions, and scheduling of the papers and symposia, with 201 papers and 48 symposia ending up on the program. Erica also implemented several innovations and initiatives on the program, including introducing a series of paper sessions dedicated to finalists for the key SIM awards, piloting a new format interactive paper session, and circulating a slide to inform session participants about our professional conduct norms. Also, I want to send a special thank you to the 65 Associate Editors and the 472 SIMians who signed up to review for the 2024 annual meeting—thanks to you we had a very high review completion rate of over 93%. Please remember to sign up again to review for SIM for the 2025 annual meeting.

SIM's Doctoral Consortium was excellent this year for 33 doctoral students thanks to Sarah Ku, Akwasi Opoku-Dakwa and Harry Van Buren, with gratitude to the Quinlan School of Business at Loyola for hosting and sponsorship. Thanks also goes out to Jason Pattit and Sana Chiu who led a fantastic Junior Faculty Consortium for 22 junior faculty members in partnership with the ONE Division. Appreciation also goes out to Jegoo Lee and Lucas Amaral who led a terrific Research Development Workshop supporting 22 junior scholars. We are especially grateful to all the SIM senior faculty who volunteered to serve as mentors and panelists during these key SIM PDWs.

SIM's fantastic communications team deserves our gratitude for keeping us updated on all things SIM. The SIMian newsletter is skillfully edited by Jae Lee and David Skandera. We also thank

Daniel Alonso for serving as our Webmaster. We are also grateful to David Skandera and Seham Ghalwash for running AOM Connect, and SIM's Social Media presence is maintained by Susan Cooper—thank you for managing this for SIM!

As SIM's leadership team gets busy with the new year, I look forward to continue working with Erica Steckler as the Incoming Chair-Elect, Rajat Panwar as the 2024-2025 Program Chair, Punit Arora as the 2024-2025 PDW chair, and Jason Pattit as SIM's interim Treasurer. I'm also grateful for the leadership of Cristina Neesham during the 2023-2024 term; she will continue to provide guidance in the role of Past Division Chair. We have some exciting strategic thinking to do, as this is the year for SIM's 5-year review under the AOM's review process. We have put together a DIG Review Team and launched a survey to gauge the needs and wishes of our members. The learnings from this survey will be used to evaluate and further develop our SIM Division strategy, in a spirit of continuous improvement.

Thank you once again to everyone for your continued efforts to make SIM a successful and supportive Division. I'm excited to serve the next year as your Division Chair. I am confident that together we will navigate the challenges of the review to foster growth and enrich our community, and put together a fantastic first AOM annual meeting in Europe (Copenhagen, July 25-29, 2025).

Warm regards,

*Michelle Westermann-Behaylo*  
*SIM Division Chair, 2024-2025*  
*Associate Professor, University of Amsterdam, Business School*

## 2024-2025 PROGRAM CHAIR'S MESSAGE



**Rajat Panwar**  
Oregon State University

Dear SIM Colleagues,

It is an incredible honor and privilege to serve as your Program Chair this year — a role I approach with both humility and excitement.

SIM scholarship has never been more essential. The challenges making headlines today — rising geopolitical tensions, blurred boundaries between governments and corporations, misinformation, polarization, biodiversity loss, climate change, and widening social inequalities—are precisely the issues we have long been studying. We are a community of scholars who have long recognized that these are not abstract problems; they deeply shape the fabric of our organizations, communities, and ecosystems. As these challenges grow more acute, with humanity standing at the precipice of an existential crisis, the intellectual leadership and ethical compass that SIM scholars are known for has become not just relevant but imperative—for academia in general, and for management academia in particular.

Your work is not only addressing these pressing challenges but is also fostering a new generation of equally committed scholars. Whether you focus on ethical decision-making, moral development, corporate social responsibility, stakeholder engagement, sustainable development, environmental management, social entrepreneurship, corporate governance, or corporate political strategy, your steadfast commitment to rigorous and relevant scholarship is inspiring others to join the field. This regenerative effect is evident in the increasing number of doctoral students entering SIM scholarship, especially in parts of the world where it has historically been less prominent. Their energy, passion, lived experiences, and talent are making our community more vibrant, robust, and globally impactful.

My task this year is much simpler than yours. While you shoulder the responsibility of advancing impactful research, I am here simply to channel it through the conference management system — with your support. Please help me help you by being a true SIM reviewer: willing, constructive, and timely.

Thank you for your dedication to SIM scholarship and for affording me the opportunity to serve you. Along with the SIM Executive Team, I look forward to celebrating your work and the collective achievements of our Division in Copenhagen.

### **SIM Division Scholarly Program at AOM 2025: Call for Submissions**

The SIM Division seeks submissions for the scholarly program sessions (25-29 July 2025) at the 85<sup>th</sup> Academy of Management (AOM) Annual Meeting in Copenhagen, Denmark.

The role of SIM scholarship is crucial in today's world. As organizations and societies grapple with escalating geopolitical tensions, biodiversity loss, climate change, and widening social inequalities, the importance of responsible management has never been more apparent.

We invite submissions that explore how ethical practices, governance structures, and innovative stakeholder engagement can effectively address these—and similar—pressing global challenges. We welcome SIM-aligned contributions that push the boundaries of scholarship across a variety of topics, including, but not limited to, ethical decision-making, moral development, corporate social responsibility, corporate social performance, stakeholder engagement and relationships, sustainable development, environmental management, base-of-the-pyramid initiatives, social entrepreneurship, public policy, governance, and corporate political strategy. For more detailed information about the types of research fitting our domain, please [visit the SIM website](#).

In addition to research papers and symposia, this year's scholarly program will introduce a new poster format—a visual presentation of research findings, methods, and conclusions—that will be displayed in high-visibility areas throughout the conference.

Professional development workshops (PDWs) will take place Friday, 25 July- Sunday, 27 July 2025. Scholarly sessions (paper sessions and symposia) will take place Sunday, 27 July- Tuesday, 29 July 2025. Poster sessions will take place throughout the conference period, i.e., Friday, 25 July through Tuesday, 29 July 2025.

**The submission deadline is Tuesday, 7 January 2025 at 17:00 ET (GMT-5/UTC-5).** Please try to submit earlier if possible and pay close attention to the submission guidelines. AOM Program Chairs have agreed to apply them rigorously and reject non-conforming papers. [All submissions must be made online](#).

The SIM Division recognizes outstanding scholarship through numerous awards, including best paper, best student paper, best ethics paper, best dissertation, and best book. Award winners are announced at the SIM business meeting.

Finally, ***please sign up to review***. The norm in the collegial SIM community is that if you submit a paper, symposium, or PDW to the SIM Division, then you also help to review for SIM. The success of the SIM program relies upon your active participation in the review process. Thoughtful and timely reviews are critical for helping to develop the SIM annual program. Reviewer assignments are based on keywords you indicate as areas of expertise. New to reviewing for SIM? 2025 is the year to start! PhD students are welcome. The reviewer sign-up system is open and can be accessed via the Reviewer Center here: <https://aom.org/events/annual-meeting/reviewing>.

We look forward to receiving your rigorous, bold, forward-looking, agenda-shaping, and impact-driving submissions—and to gathering in Copenhagen to celebrate our work and draw inspiration from each other.

***Rajat Panwar***

***SIM Division Program Chair, 2024-2025***

***Professor of Responsible and Sustainable Business, Oregon State University***



## 2024-2025 PDW CHAIR'S MESSAGE



**Punit Arora**  
City University of New York

Dear SIMians,

The SIM Division seeks submissions for the PDW sessions (25-27<sup>th</sup> July 2025) at the 85<sup>th</sup> Academy of Management (AOM) Meeting in Copenhagen, Denmark.

PDWs are among the most rewarding, stimulating, and enjoyable sessions of the AOM Annual Meeting. PDWs differ from the Academy's scholarly program and should focus on widespread participation and skill development. PDWs should be interactive, inclusive, provocative, and creative. PDWs are usually structured as workshops, breakout sessions, tutorials, discussion panels, research incubators, or other interactive formats. They provide a forum for exchanging ideas and building relationships in a way that does not typically fit the constraints of paper and symposium sessions. Knowledge sharing and participation are key, and PDWs present the opportunity to experiment with new models of interaction and engagement.

PDW organizers may choose to incorporate a broad spectrum of complex and widespread societal challenges, including geopolitical tensions, human rights violations, inequality, biodiversity loss, deforestation, and climate change. We also welcome PDW proposals about other topics within the SIM domain. Priority will be given to proposals that engage scholars from other divisions in topics of interest to SIMians and that create the capacity for generative multi- or inter-disciplinary conversations, methods, understandings, and problem-solving.

PDW proposals are sought in three Tracks: Research, Teaching, and Professional Development. We are particularly interested in PDW proposals focused on any of the following aims:

- Publishing research
- Amplifying research impact
- Developing research technical skills
- Collaborating with practitioners on research projects
- Innovating the practice of teaching
- Inspiring engagement with SIM topics in and beyond the classroom
- Stewarding SIM interests and learning in our own workplaces
- Succeeding in the retention, promotion, and tenure process
- Advancing diversity, equity, and inclusion
- Writing grants, pursuing funding, arranging productive sabbaticals

PDW proposals should include the following sections:

1. **Research, Teaching, or Professional Development:** Please indicate which PDW Track your submission fits into.



2. **Workshop Focus and Importance:** What is the focus of the proposed PDW and why is this important to SIM scholars/teachers? If relevant, please indicate how the workshop relates to this year's Academy theme. Why might other AOM Divisions and Interest Groups be interested in this PDW?
3. **Structure and Audience Engagement:** (a) How will the audience engage interactively during the PDW? (b) How much time is needed for this workshop and how will it be used?
4. **Goals and Outcomes:** Indicate clearly the key goals of the PDW. What are the anticipated valuable outcomes for workshop participants? How could these outcomes be shared with SIM or other AOM members not in attendance?
5. **Key Biographies:** Provide short biographies for each organizer and key presenter (up to 125 words per person).

**The PDW Submission Center is currently open. The deadline is Tuesday, 7 January 2025, at 17:00 ET (GMT-5/UTC-5).**

All submissions must be made through the AOM Submission System.

We are looking forward to the high-quality, insightful, collaborative and impactful PDWs that the SIM community is well known for. See you all in Copenhagen next summer to undertake some exciting professional development work.

*Punit Arora*  
*SIM Division PDW Chair, 2024-2025*  
*Associate Professor, CUNY*

## 2024-2025 DIVISION CHAIR-ELECT & AWARDS CHAIR'S MESSAGE



**Erica Steckler**

University of Massachusetts, Lowell

Dear SIM Colleagues

Season's Greetings! I'm very much looking forward to gathering with SIMians in Copenhagen this summer for AOM 2025.

In my role as Division Chair-Elect and Awards Chair, I'm already feeling energized by the inspiring scholarship and impactful contributions of all SIM members. Our Division is committed to celebrating this excellence among the SIM community and there is quite a lot of excellence to celebrate!

Now is the perfect moment to begin to consider 2025 SIM Award opportunities. Please see the listing of recent SIM Awards and Recipients (<https://sim.aom.org/new-item1>).

The following information kicks off our 2025 SIM-AOM Awards cycle. Award calls and further details will be shared over the next weeks and months.

**SIM Outstanding Reviewer Awards** – SIM recognizes reviewing excellence for submissions to the SIM program. Everyone who volunteers to review for SIM is eligible! Submitters “rate” reviews and the Program Chair further evaluates reviewer feedback to determine Reviewer Award recipients annually.

Step 1: Please sign up to review for SIM here:

<https://aom.org/events/annual-meeting/reviewing>

Step 2: Consider joining SIM's popular Reviewing Best Practice Workshops in early January. Stay tuned for details!

Step 3: Provide thoughtful, thorough, and developmental reviews to assigned submissions. Refer to AOM's helpful reviewing guidelines at:

<https://aom.org/events/annual-meeting/reviewing>

**SIM Outstanding Paper Awards** – The Division recognizes outstanding papers submitted to the SIM Program. Each of these three awards are evaluated by associated award committees.

- **Outstanding Business Ethics Paper Award** (self-nominate on AOM's portal)
- **SIM Division Outstanding Student Paper Award** (self-nominate on AOM's portal)
- **SIM Division Outstanding Conference Paper Award**

Importantly, the Outstanding Business Ethics Paper and Outstanding Student Paper Awards are based on SIM-AOM submissions that must be self-nominated to be considered. Please indicate your interest and eligibility by checking the appropriate box in the AOM portal when finalizing your submission.

The Outstanding Conference Paper Award is considered based on overall SIM-AOM reviewer metrics and further evaluation by the associated award committee. There is no self-nomination for this award.

**Additional Annual SIM Awards** – SIM honors exemplary contributions to the field through a number of additional awards evaluated by associated awards committees.

- **William C. Frederick Outstanding Dissertation Award** – Recognizes an outstanding dissertation successfully defended during the defined period of time specified in the call. Stay tuned for the call!
- **SIM Division Outstanding Book Award** – Recognizes an outstanding theoretical or empirical book rated to have the highest relevance to SIM, greatest contribution to the field, and strongest rigor. Stay tuned for the call!
- **ONE-SIM Outreach Award** – Recognizes researchers who excel at reaching out to non-academic audiences and sharing best practices. Please apply at:  
<https://www.outreach-award.org/apply>.
- **Sumner Marcus Award** – Recognizes outstanding contributions with respect to service and scholarship to the field.
- **Ann Buchholtz Mentor Award** – Recognizes excellence in mentoring within the field.

Please consider nominating yourself or your colleagues in recognition of outstanding work that advances understanding and impact in the Social Issues in Management domain!

Warm regards,

*Erica Steckler*

*SIM Division Chair-Elect, SIM Awards Chair, 2024-2025*

*Associate Professor, University of Massachusetts, Lowell*

## 2024 SIM DIVISION AWARDS WINNERS

During the 2024 SIM Division Business Meeting, the following SIMians were acknowledged for their contributions to the SIM Division and their scholarly achievements. Congratulations!

### **2024 Sumner Marcus Award**

**Pat Werhane**, University of Virginia

### **2024 Ann K. Buchholtz Award**

**Jill Brown**, Bentley University

### **2024 SIM Leadership Award**

**Cristina Neesham**, Newcastle University

### **2024 William C. Frederick Doctoral Dissertation Award**

*Terrible Timing: The Causes and Consequences of Problematic Work Schedules*

**Alexander M. Kowalski**, dissertation completed at Massachusetts Institute of Technology

Sponsored by **Dr. Millie Myers** and **Dr. Jim Weber**

### **2024 Best Paper Award**

*Configuring External Corporate Governance of Multinationals' Solutions to Grand Challenges*

**Kevin Chuah**, Northeastern University; **Rieneke Slager**, University of Groningen; **Jean-Pascal Gond**, City University of London; **Mikael Homanen**, The Upright Project

### **2024 Best Business Ethics Paper Award**

*Business and the Common Good: A Moral View of Corporate Purpose*

**Gerard George**, Georgetown University; **Thomas J. Fewer**, Rutgers University, School of Business – Camden; **Quentin Dupont**, Georgetown University

Sponsored by **Journal of Business Ethics**

### **2024 Best Student Paper Award**

*Does CSR Attract the Righteous? Experimental Evidence from an Online Labor Market*

**Dana Horvath**; **Rainer M. Rilke**; **Christina Guenther**, all WHU, Otto Beisheim School of Management

### **2024 Best Book Award**

*Power and Corporate Responsibility: Dimensions, Purpose and Value*

**Daniel Malan**, Trinity College Dublin

*Catalyzing Transformation: Making System Change Happen*

**Sandra Waddock**, Boston College

### **2024 Best Reviewer Awards**

Oluseyi Aju, Rachida Bouhid, Lee Brown, Matthew Caulfield, Kraivin Chintakenanda, Brian Ganson, Jennifer Goodman, Natalie Holzaepfel, Flavio Hourneaux, Jiarong Li, Ren Lovegood, Milena Parent, Shaun Parkinson, Deepesh Paudel, Ben Perkins, Lena Schätzlein, and Simon Walid

### **2024 SIM-ONE Outreach Award**

*No end in sight? A greenwash review and research agenda*

**Wren Montgomery**, University of Western Ontario; **Tom Lyon**, University of Michigan; **Julian Barg**, University of Miami

## **2024 Sumner Marcus Award**

**Pat Werhane**, University of Virginia

### **A Few Words from Pat Werhane**

I am honored and humbled to receive the Sumner Marcus Award from SIM. But this award is for all members of SIM and all the people who have been working in business ethics, CSR, and other related areas. We have all been at these projects for a very long time, and sometimes it is discouraging to find that there are still many ethical issues in business, many companies of every size that don't take CSR seriously, and organizations who find DEI and environmental sustainability simply academic buzz words. However, we have contributed a great deal and we all should be very proud of ourselves. While there are still many issues that have not been properly addressed, in fact today there is almost universal business awareness of these issues, even when they are ignored or set aside. Most companies today have ethics and/or compliance officers. Most recognize the importance of employment diversity even when vast inequalities still exist. Climate change is no longer a topic taught by some weird philosophy professors; it is on the forefront of all commercial enterprises even when they are not sure how to address it properly. Serious concerns about poverty, globalization, and AI are "in the faces" of all global businesses. The term "stakeholder" is an integral part of every corporate annual report. And no one tells those "business ethics is an oxymoron" jokes any more. Raising global awareness of all of these topics (and there are others) has occurred because of the hard work of all of you. This is an outstanding legacy for SIM, and all of us deserve the Sumner Marcus Award.

### **Sumner Marcus Award, Committee Report**

**Cristina Neesham**, Newcastle University

Each year, the prestigious Sumner Marcus award is conferred by the Social Issues in Management division to an exceptional lifetime achiever in a SIM discipline, *in recognition of and appreciation for outstanding contributions of service and scholarship to the field.*

This year, the Award Committee (which comprised Michelle Westermann-Behaylo, Colin Higgins and myself) has considered the Award brief very carefully and unanimously decided in favour of **Patricia H. Werhane**, Ruffin Professor Emerita at the Darden School of Business, University of Virginia and Wicklander Professor Emerita at DePaul University.

Pat Werhane (as dearly known to friends and colleagues) does not need any further introductions from anyone – but here are the main thoughts that have led to our decision.

Showing foresight about the rise of the field of business ethics, Pat has been a founder of academic organizations, programs and journals in the field. She has published over 20 books and over 100 journal articles, and has been named one of the 100 most influential people in business ethics. In her Emmy-winning TV series "Big Questions", Pat has also successfully taken business ethics issues to broadcast television.

In the 1970s, Pat revolutionized how business ethics is taught using cases, bringing out one of the first textbooks in the field. Further, she has broken new ground and anticipated many important areas of inquiry, including employee rights, women leaders, ethics of decision-making, healthcare ethics, and (most distinctively) moral imagination. Her more recent work has turned attention to poverty alleviation, (de)colonialism, globalization, mental models, and systems thinking.

In an impressive career covering decades of developing the SIM disciplines, Pat has made an essential contribution to business ethics and philosophy in various leadership roles – including SBE President, founding editor of Business Ethics Quarterly, and Executive Board member of Philosophy of Management.

And, most memorably, as a leading expert on Adam Smith, Pat has forever changed the way we read Smith's work – holistically, as a coherent moral, social, political and economic philosophy.

My colleagues and I are honoured and proud to have the opportunity to make this obvious decision that recognizes Pat's lifetime work and commitment to SIM scholarship.

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### **2024 Ann K. Buchholtz Award**

*Jill Brown*, Bentley University

#### **A Few Words from Jill Brown**

Winning this award means the world to me, in large part because Ann Buchholtz was my dissertation chair and mentor when I was a PhD student at University of Georgia. Hence, it was very emotional for me when I saw her picture on the podium with her favorite mug and the Gandhi quote: "Be truthful, be gentle and be fearless." That was Ann! She was a mentor to many while she was alive—guiding doctoral students and junior faculty members through the (often demoralizing) publication process and offering encouragement along the way--in addition to "tough love" when it was warranted. I think of her often in my editorship roles, especially on those tough days when you know that an article has a nugget of a good idea, but needs a lot of work to get it to publication, and it would be easier to reject it than to try to work with the authors and reviewers. I take a breath and think about what Ann might do in this situation; her voice guides me to take the time to reflect and think carefully before deciding the next steps.

Ann's unexpected death shocked the SIM community and beyond. However, her kindness and quiet strength will always be remembered. I am grateful that we have an award that promotes mentorship, and I am thrilled to have been given this award. It means more to me than any other award I have ever received. Many thanks to the committee. I really appreciate it.

#### **Ann K. Buchholtz Award, Committee Report**

*Johanne Ward-Grosvold (chair)*, University of Bath

It was an honour to chair the effort to find this year's winner of the Ann Buchholtz Award for mentorship. For those of us who had the pleasure to meet and work with Professor Ann Buchholtz this award is not only an important way to remember her, her work and the impact she has had on our community, but also a wonderful chance to celebrate those who are following in her footsteps and continuing her spirit of mentorship. We received a number of submissions for the award this year, but the committee was unanimous in its decision to give the award to Professor Jill Brown. As a doctoral student of Professor Ann Buchholtz, Professor Jill Brown is an embodiment of the developmental values this award espouses.

Professor Jill Brown is a familiar name to many, many SIMians and IABS members, which is a reflection of her commitment to, engagement with and contribution to these scholarly



communities. She has held a large number of roles across both IABS and SIM as well as given service to key journals in our field. She has been a representative-at-large for IABS (2014 – 2017) and served on several sub-committees including the Strategic Steering Committee. She just completed the governance track for SIM/AOM, serving as Officer, President/Elect/Past for Academy of Management SIM Division 2016 – 2021. She had to navigate the beginning of the pandemic, but she helped to create an inclusive SIMian community online. During her tenure as Division Chair, she initiated the ad hoc racial justice sub-committee and put forth several changes to the SIM constitution, including changes to the nomination process to be more inclusive for members who could not attend the annual AOM conference. Since many SIMians are also IABSians, her impact has been wide-ranging.

In addition to her governance service, Professor Jill Brown has participated in numerous IABS conferences, presenting and reviewing, and participating in Meet the Editor Panels. Lastly, and impressively, she was a Co-Editor of *Business & Society*, which helps to shape and publish research in the business and society field (and of course is overseen by IABS). She individually reviewed over 150 manuscripts a year. She recently managed the submissions, accepted manuscripts and introduction of the 60th Anniversary issue, published in 2022.

Members of the awarding committee noted that Professor Jill Brown “is a reservoir of knowledge about the institutional history of our division and scholarship—which she shares readily. With this knowledge, she is always willing to provide helpful and wise advice, ideas, counsel, and feedback. She is always happy to participate as a mentor or panellist to provide guidance to the next generation of SIM scholars.” It was wonderful to be able to give the award to Professor Brown.

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### **2024 SIM Leadership Award**

*Cristina Neesham*, Newcastle University

Awarded for excellence in serving as:

2021 SIM PDW Chair

2022 SIM Program Chair

2023 SIM Awards Chair and Division Chair-Elect

2024 SIM Division Chair

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### **2024 William C. Frederick Doctoral Dissertation Award**

Sponsored by **Dr. Millie Myers** and **Dr. Jim Weber**

*Terrible Timing: The Causes and Consequences of Problematic Work Schedules*

**Alexander M. Kowalski**, dissertation completed at Massachusetts Institute of Technology

#### **A Few Words from *Alexander M. Kowalski***

I am honored to receive this year’s William C. Frederick SIM Doctoral Dissertation Award, as it comes from a group that recognizes that management scholarship has the potential to inform



management practice for the greater good. While I hope that my dissertation has uncovered and theorized important problems arising inside organizations, my ultimate goal is for it to give managers an idea of what they can do to improve their employees' lives, on and off the job. The particular idea my dissertation offers up is that managers should rethink how they schedule their employees' work hours. Schedules have become one of several means that managers use to transfer business risk onto workers, resulting in what I call "problematic schedules" that harm workers' psychological, physiological, and economic well-being. The alternative scheduling practices that my dissertation highlights promise not only to benefit employee outcomes but also to help managers maintain nimble, high performing organizations. Given that we all spend so much time on the job, better schedules can have positive, far-reaching consequences.

This dissertation would not have been possible without an immense amount of support. I want to first thank my committee: Erin Kelly, Susan Silbey, and Tom Kochan, who are as wise as they come. Hazhir Rahmandad also provided a lot of help along the way. I was fortunate to get regular and valuable feedback from my homebase at MIT's Institute for Work & Employment Research (IWER), as well as from the greater Sloan School community. This research was the result of a long-term partnership with a company I pseudonymously call "Sigma," so I want to thank all the employees who let me into their work worlds. The Good Companies, Good Jobs Initiative at MIT Sloan and the Washington Center for Equitable Growth provided the resources to make it all possible. Finally, I want to thank the William C. Frederick award committee members for recognizing my dissertation and for giving me the chance to learn about the other finalists' thought-provoking work.

### **William C. Frederick Best Dissertation Award, Committee Report**

*Lea Stadler (chair)*, Grenoble Ecole de Management

The 2024 William C. Frederick Social Issues in Management (SIM) Doctoral Dissertation Award, sponsored by Dr. Millie Myers and Dr. James Weber, was awarded to Alexander Kowalski (Cornell University ILR School) for exemplary dissertation work titled "Terrible Timing: The Causes and Consequences of Problematic Work Schedules." This dissertation, completed at the Massachusetts Institute of Technology, MIT Sloan School of Management, is commendable for its theoretically and practical relevance and the diversity of methods used to explore the social, economic, and societal problems related with volatile and unpredictable work scheduling.

Specifically, the committee appreciated the dissertation for highlighting the often-overlooked role that work hour scheduling plays in shifting risks from employers to employees. As the dissertation



demonstrates, problematic work schedules are a crucial issue in management practice, research, and policymaking. Drawing on three studies, the dissertation presents a multi-method investigation of scheduling in warehouse operations. This research reveals critical insights into the costs that problematic schedules impose on both employers and employees, as well as the inequalities associated with these issues. Additionally, the author develops a measure of schedule quality that could help both research and practice address this problem. This ties into the final

contribution that the committee recognized: the proposal of a new framework for understanding intra-organizational variation in management practices, which may serve as a foundation for interesting future work on this topic.

This year, we received 21 submissions from multiple regions. The award committee included Laura Adler (Yale School of Management), Greg Molecke (University of Exeter Business School), and Leandro Nardi (HEC Paris). In addition to the award winner, we are happy to congratulate two runners-up on their outstanding work:

- Sandra Portocarrero, “Another Brick in the Wall: Three Essays on Diversity and Inequality in Organizations,” completed at Columbia University.
- Leandro S. Pongeluppe, “How Approaches to Value Creation, Appropriation, and Distribution by Private-Sector Organizations Address the United Nations' Sustainable Development Goals,” completed at the University of Toronto.

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### **2024 Best Paper Award**

*Configuring External Corporate Governance of Multinationals' Solutions to Grand Challenges*  
**Kevin Chuah**, Northeastern University; **Rieneke Slager**, University of Groningen; **Jean-Pascal Gond**, Bayes Business School, City University of London; **Mikael Homanen**, The Upright Project

#### **Abstract**

External corporate governance mechanisms—such as shareholder engagement—exert increasing pressure on MNEs to address grand challenges, including fighting corruption, enabling good working conditions, and protecting human rights. While addressing grand challenges may require narrow scale solutions to address local specificities, shareholder engagement has become a global phenomenon. We study how investors can strategically balance issue scale framing with the institutional resources at their disposal and target MNEs' capacity to address challenges. Empirically, we examine global shareholder engagement coordinated by the UN-supported Principles for Responsible Investment focused on MNEs' solutions to grand challenges. We contribute to the literature on the importance of scale in relation to grand challenges by highlighting how investors' framing of issue scale interacts with other factors for translation between local and global levels. Furthermore, we contribute to the literature on MNE capacity for addressing grand challenges by highlighting the contingencies for learning under opacity; and to the literature on comparative corporate governance by showing that investors need to strategically balance between institutional proximity with MNEs and the institutional diversity of their engagement coalitions. By doing so, we advance both theoretical and practical understandings of how complex configurations of external pressures contribute to MNEs adopting solutions to grand challenges.

#### **A Few Words from Kevin Chuah**

We are very grateful (and nicely surprised!) to have been awarded this year's SIM Best Paper Award. Sincere thanks go to the award committee and reviewers of the submission. We received many useful comments in the reviews and at the AOM conference, so we will continue to develop this work.

Our study uses an abductive research design to understand how coalitions of institutional investors from around the world can effectively influence MNEs to adopt solutions to social grand challenges, such as human rights concerns and improved working conditions. The study was motivated by an ongoing partnership with the UN-supported Principles for Responsible Investment, who provided access to private collaborative shareholder engagement data. An important feature of our study is recognizing the complexity of the phenomenon, which involves investors and MNEs from many different countries, who have different characteristics, and focal engagement issues that vary meaningfully in terms of their scale. To account for this complexity, we combine fuzzy set Qualitative Comparative Analysis (fsQCA) with regression methods to strike a balance between relevance and statistical rigor in our empirical analysis. We also develop a novel method for measuring institutional diversity when multiple actors are involved in a coalition. Although we believe our study contributes to theory, we are particularly interested in the practical implications of our findings that we hope will assist actors in the field who participate in shareholder engagement.

### **Best Paper Award, Committee Report**

*Kendy Hess (chair)*, Saïd Business School, University of Oxford

“Configuring the External Corporate Governance of Multinationals’ Solutions to Grand Challenges,” by Kevin Chuah, Rieneke Slager, Jean-Pascal Gond and Mikael Homanen, explores the question of when external corporate governance pressures lead MNEs to adopt solutions to grand challenges. Relying on an innovative mixed-methods approach, the authors ultimately identify three significant configurations of global shareholder activity which vary in two key dimensions: (1) how the scale of the focal grand challenge has been framed and (2) the strategic balance between institutional proximity and diversity of the investor coalitions. In “upscaling” investor coalitions employing a wide range of engagement resources (including amassing a large and institutionally diverse investor coalition) which is consistent with their broad systemic framing of the grand challenge. Shareholders relying on “re-enforcing” focus on issues that should already be on managers’ agendas, due to the financial materiality of the grand challenges and the previous commitments their firms have made to address these issues. This makes the issue salient to an already receptive target firm, which activates managerial attention so that the grand challenge is no longer hidden. Finally, in “taming” investors seek to develop institutionally familiar solutions for MNEs that are lagging behind on a grand challenge.

Reviewers described the paper as “timely, rigorous and relevant,” noting that it was “innovative with a strong theoretical component and immediate practical applications.” We all agreed that the closing remarks nicely capture all this in terms of what essentially an investor how-to is: find your spot in the matrix and execute the framing/diversity/proximity/etc. indicated for successful uptake. The committee extends the warmest of congratulations to the authors for their insightful work!

The committee also included Minna Halme (Aalto University School of Business, Finland) and Hong Bui (Birmingham City Business School, United Kingdom; IPAG Business School, France).

The other finalists were:

- Samuel Mortimer, “The Messy Ethics of Business Organizations”
- Sarah Jastram, Johanna Försterling, Rupinideepa Rajagopalan, & Anna Zeller, “Reasoning in Institutional Discourse – The Development of a Sustainable Impact Assessment Model”

- Michael S. Nalick, Scott Kuban, Ronei Da Silva Leonel, M. K. Chin, & Matthew Josefy, “Talk Left, Walk Right: How Firms Respond to the Political Risk of Sociopolitical Activism”
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### **2024 Best Business Ethics Paper Award**

Sponsored by *Journal of Business Ethics*

*Business and the Common Good: A Moral View of Corporate Purpose*

**Gerard George**, Georgetown University; **Thomas Fewer**, Rutgers University, School of Business – Camden; **Quentin Dupont**, Georgetown University

#### **Abstract**

There is a growing expectation that businesses take more active roles in addressing societal problems. Recent scholarship further endorses the idea of corporate purpose, which implicitly assumes a form of moral responsibility towards society. By drawing from the philosophical doctrines of the common good, we offer a moral view of corporate purpose. We conceptualize the common good as a multidimensional construct that draws from three moral perspectives, substantive, procedural, and consequential, where all three are jointly necessary but individually insufficient to explain the moral view of corporate purpose. We explain how the dimensions underlying each of these perspectives of common good could serve as a rubric for decision-making through the process of framing, formalizing, and realizing corporate purpose. We develop a research and practice agenda that provide tests of the common good as applied to a firm’s governance, actions, and outcomes.

#### **A Few Words from Thomas Fewer**

We are honored to have received the SIM Best Business Ethics Paper Award for our paper, "Business and the Common Good: A Moral View of Corporate Purpose." This recognition is a significant milestone that encourages further exploration into the philosophical foundations of corporate responsibility.

Given our ties to Georgetown University, our work is inspired by the philosophical tenets of Catholic Social Teaching. Specifically, we draw from the concept of the common good to propose a view of corporate purpose that transcends profit maximization to consider broader societal well-being. By integrating perspectives from Aristotelian virtue ethics, Kantian duty ethics, and consequentialist thought, we argue for a reorientation of business toward a moral responsibility to society. This framework challenges traditional shareholder-centric models and underscores the importance of businesses contributing to the collective good.

We would like to express our deepest gratitude to the SIM Best Business Ethics Paper Committee and the Journal of Business Ethics for this prestigious award. Special thanks go to Georgetown University's McDonough School of Business and the Georgetown Entrepreneurship Initiative for their support and collaboration. This award affirms the value of Georgetown’s collective effort in advancing research that bridges business and societal interests.

## **Best Business Ethics Paper Award, Committee Report**

**Kam Phung (chair)**, Simon Fraser University

This year's winning paper by Gerard George, Thomas John Fewer, and Quentin Dupont on the common good takes on the important and increasingly talked about idea of the purpose of business. Developing and putting forth a moral view of corporate purpose that distinctively stands to advance the field of business ethics and our understanding of social issues in management more broadly, the paper also offers clear practical implications. Indeed, in the face of pressing societal challenges, scholars and much of society are increasingly questioning and debating the purpose of corporations. The committee congratulates all of the authors for receiving this year's award and for their crafting of this well-thought-out paper that offers a new and refreshing perspective on corporate purpose.

The other finalists were:

- Maribeth Kuenzi, McKenzie Rees, & Marshall J. Schminke, “An Integrated Systems Model of Ethical Messaging in Organizations”
- Samuel Mortimer, “The Messy Ethics of Business Organizations”
- Chase Thiel, John Bush, David Welsh, & Julena Bonner, “Nobody’s Perfect: How Recognition of Moral Fallibility Prevents and Promotes Workplace Deviance”

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## **2024 Best Student Paper Award**

*Does CSR Attract the Righteous? Experimental Evidence from an Online Labor Market*

**Dana Horvath, Rainer M. Rilke, Christina Guenther**

All WHU, Otto Beisheim School of Management

### **Abstract**

We investigate whether employers who engage in CSR activities attract more honest workers. Our novel pre-registered field experiment in an online labor market consists of two parts. In the first part, we ask workers to make a decision that requires lying for either selfish or prosocial reasons to elicit their lying behavior. In the second part, we offer them a job providing or withholding information about the employer’s CSR activities and observe whether they accept the job. We provide evidence for the self-selection effect among workers in response to an employer’s promotion of CSR activities in job advertisements. Our study’s second part reveals no significant impact of CSR promotion on the lying intensity among workers choosing jobs with CSR-promoting employers. This holds for selfish black and prosocial white lies.

### **A Few Words from Dana Horvath**

Our paper investigates whether CSR influences the attraction of ethical job applicants. This study was motivated by contradictory findings in the literature regarding employee behavior in CSR-engaged versus non-CSR organizations. While previous research agrees that employers promoting CSR attract more applicants, it remains unclear what type of applicants are drawn to these organizations.



To address this gap, we conducted an online experiment that first assessed participants' ethical tendencies, measured through their lying behavior, and then observed their self-selection into jobs with either a CSR-promoting or a non-CSR employer. Our results revealed no significant difference in the self-selection of workers between CSR-promoting employers and those without CSR initiatives.

We are deeply honored to have received the 2024 SIM Best Student Paper Award. This recognition motivates us to further explore the impact of CSR in organizational settings. We sincerely thank the SIM Best Student Paper Award Committee for selecting our work for this prestigious honor!

### **Best Student Paper Award, Committee Report**

*Lucas Amaral (chair)*, IESEG, School of Management

The committee unanimously highlighted several highly commendable aspects of this work, which explores the intriguing and counterintuitive notion that CSR may not influence the attraction of “righteous” workers. We were particularly impressed by the clarity of the introduction, the precision of the literature review, the compelling findings, and the valuable insights the paper offers. Furthermore, we concurred that the experimental design is exceptionally well-suited to examine issues of self-selection. Overall, an outstanding contribution!

The other finalists were:

- Carina Keller, “(De-)Constructing Gender Power Asymmetry at the Base of the Pyramid – A Relational Approach”
- Yuqing Tang, Wenlong He, & Zhiyuan Chen, “How Compliance Affects Firm Green Innovation? Evidence from Targeted Poverty Alleviation Initiative”
- Nicole Steller & Guido Möllering, “Beyond the Hype: Organizational Challenges and Implications of the Purpose Approach”

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### **2024 Best Book Award**

The 2024 Best Book Award was shared between two worthy winners. In their responses below, the award winners explain how their books relate in interesting ways.

*Power and Corporate Responsibility: Dimensions, Purpose and Value*

**Daniel Malan**, Trinity College Dublin

*Catalyzing Transformation: Making System Change Happen*

**Sandra Waddock**, Boston College

### **A Few Words from Daniel Malan**

I was absolutely blown away when I was informed that “Power and Corporate Responsibility” is the joint winner of the SIM 2024 Best Book Award. This is my first monograph, and as a former Big Four consultant I am never far away from self-doubt when I engage in academic work. It is a huge honor to share the award with Sandra Waddock for whom I have the utmost respect. I am also grateful for the nice things she said about my PhD dissertation a few years ago!

“Power and Corporate Responsibility” attempts to present a practical and accessible framework that has a solid foundation in theory. The award has inspired me to continue my goal of bridging the gap between the academic and practitioner communities.

In her book, Sandra challenges us to imagine “a world where everyone has a place to belong, where they contribute as their talents allow, where they have a voice in decisions that affect them”. This reminded me of Ed Freeman’s description of stakeholder theory as “a genre of stories about how we could live”. I conclude “Power and Corporate Responsibility” with the following thought: “But to dream about what could be requires clarity of purpose. Shared dreams can be very powerful, and shared stories about successes achieved can act as inspiration, as long as they lead to action”. It is good to know that, in SIM, we have a strong community that will pursue the goal of making the world a better place. Thank you once again for the honor of the award.

### **A Few Words from [Sandra Waddock](#)**

What a thrill to share the SIM 2024 Best Book Award with Daniel Malan (Trinity College Dublin) for my book [Catalyzing Transformation](#) (Business Expert Press, 2024)! In an interesting twist of fate, it happens that I was one of the external reviewers for Daniel's dissertation (chaired by Ollie Williams of Notre Dame, graduate of Stellenbosch Business School in South Africa), so there's a great connection there. It strikes me that in tying for this award, Daniel and I are offering two important perspectives on coping with today's polycrisis—the civilization-threatening mix of potentially existential crises now facing humanity (the planet will be fine without us if it comes to that). Daniel's book deals explicitly with the sometimes forbidden topic of corporate power. My book offers a set of processes and guidelines that can be adopted in just about any context for actually bringing about needed whole system changes, from small scale systems (e.g., that students might tackle as mine are doing in their semester projects) to the very macro changes that are needed economically and politically.

### **Best Book Award, Committee Report**

[Petya Koleva](#) (*chair*), Heriot-Watt University Dubai

*Daniel Malan.* The book offers a comprehensive review of the ineffectiveness of CSR and why instead it should be called CR (corporate responsibility) only. The same is supported by an extensive explanation of the concept of responsibility, from understanding to regulating responsibility. Correspondingly, the author offers a seven-dimensional framework to illustrate how CR could work for the organization as well as for their stakeholders. The model is theoretically and practically robust. The book could be a valuable resource for business management scholars, instructors and upper-level students, and those with a particular interest in corporate responsibility, business ethics, CSR and corporate governance. It will also serve as a guide for participants in executive education courses.

*Sandra Waddock.* This book illuminates how the process of transformation, when effectively harnessed, can lead us out of the most daunting crises. This book provides innovative organizing processes that anyone can use to catalyze purposeful whole system transformational change for a better world but also in their organization. Through vivid examples and compelling visuals, the book instills a sense of hope and optimism, inspiring readers to tackle challenges head-on. The book will be an excellent guiding resource for all stakeholders interested in catalyzing social change and establishing responsible businesses.



The other finalists were:

- Dovev Lavie, “The Cooperative Economy: A Solution to Societal Grand Challenges”
  - Paulo Savaget, “The 4 Workarounds: Strategies from the World’s Scrappiest Organizations”
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### **2024 Best Reviewer Awards**

*Oluseyi Aju*, Leeds Beckett University  
*Rachida Bouhid*, ESG UQAM  
*Lee Warren Brown*, Texas Woman’s University  
*Matthew Caulfield*, Fordham University  
*Kraivin Chintakenanda*, University of Macau  
*Brian Ganson*, Stellenbosch University  
*Jennifer Goodman*, Audencia Business School  
*Natalie Holzaepfel*, University of North Carolina, Chapel Hill  
*Flavio Hourneaux*, University of São Paulo  
*Jiarong Li*, Hitotsubashi University  
*Ren Lovegood*, University of Massachusetts, Boston  
*Milena Parent*, University of Ottawa  
*Shaun Parkinson*, Washington State University  
*Deepesh Paudel*, Memorial University  
*Ben Perkins*, University of Arizona,  
*Lena Schätzlein*, Heinrich-Heine University  
*Simon Walid*, Ibn Zohr University

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### **2024 SIM-ONE Outreach Award**

*No end in sight? A greenwash review and research agenda*  
*Wren Montgomery*, University of Western Ontario  
*Tom Lyon*, University of Michigan  
*Julian Barg*, University of Miami

Excellent information about the award winner and the committee’s decision can be found at the following weblink: <https://www.outreach-award.org/winners>.

The *Network for Business Sustainability* also published a great news article and infographic about this work, which can be found at: <https://nbs.net/award-winning-advice-on-research-outreach/>.

The other finalist was:

- Rieneke Slager, Kevin Chuah, Jean-Pascal Gond, Santi Furnari, & Mikael Homanen, “Tailor-to-Target: Configuring Collaborative Shareholder Engagements on Climate Change”

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