

# THE SIMIAN NEWSLETTER

December 2025

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# IN MEMORY OF ANDY WICKS

With great sadness we share news of the passing of Andy Wicks, cherished SIM colleague and former Division Chair (2018 - 2022). In addition to his contributions to SIM, Andy's thoughtful expressions of care, deeply considered insights, and generous acts of mentorship have touched many of us. Andy's enduring influence in the SIM community is evident through a growing collection of stories and remembrances.



## REFLECTIONS FROM THE SIM COMMUNITY

### **David Skandera, SIM Communications Committee Chair**

Andy was the Division Chair when I joined SIM and a key reason why SIM has become my primary home in the AOM. Beyond his influence on SIM as a leader, he graciously offered me time, a listening ear, and advice on how to shape my identity as a scholar. He emphasized the importance of anchoring myself and my work in the values I hold dear, instead of following pressures to decouple my identity, research, and teaching from them. His words have been a guiding light for me for the past few years, and I've come to recognize that for my work to have a truly positive impact, it must be "values-laden" (to quote Andy)."

### **Sarah Stephen, SIM Membership Committee Chair**

"My professional journey with Andy was long and varied, spanning from appreciating his impactful research as a PhD student, to receiving his decision on my paper submission to SIM, to interacting with him via my various roles at the SIM Division from 2019 onwards. During the challenging pandemic years, I derived a lot of strength from Andy's enthusiasm and commitment to the broader SIM community. What often struck me was his humility and willingness to entertain other points of view – despite his immense stature as a respected scholar, my suggestions were always given full consideration. Andy was a true SIMian, driven by a passion to make the world a better place. I will miss his support and his dedicated service to SIM, but his extensive legacy remains via his impactful scholarship and his final, beautiful work - "Ultimate Questions".

## A LASTING LEGACY

We celebrate Andy's life and leadership with deep gratitude and extend our most sincere condolences to his family and friends. Andy continues to inspire us as a scholar and exemplary human being. He will be deeply missed.

*~ Your SIM Leadership Team*

The SIM Division plans to convene a gathering in honor and celebration of Andy during the 2026 AOM Annual Meeting in Philadelphia.

# EDITOR'S NOTE

Dear SIMians,

This issue of The SIMian newsletter is dedicated to celebrating the incredible contributions of SIM scholars over the past year and revealing some of those "big" plans, which our 2025-2026 Erica Steckler's Division Chair message focuses on in particular. More specifically, this issue reviews the 2025 AOM annual meeting in Copenhagen, and it looks forward to 2026 and beyond.

The newsletter includes messages from each member of the current SIM leadership team, as well as messages from the chairs of SIM's committees, including our newly established Global Scholar and Impact committees. In addition, this issue congratulates and shares messages from the 2025 SIM awards winners.

We hope you enjoy this issue of The SIMian – especially because The SIMian and our division's various communications are undergoing modernization efforts. In the future, you can expect to receive SIM's news digitally and in the form of shorter but more frequent news blasts that will review the activities of the SIM committees, highlight key upcoming events, etc.

Stay tuned for additional exciting initiatives as well, such as a new podcast series – The SIMcast.

David J. Skandera  
SIM Communications Committee Chair  
Joyce Treptow  
SIM Associate Editor  
Emilia Filippi  
SIM Associate Editor



**DAVID J.  
SKANDERA**  
SIM Communications  
Committee Chair

2025 - 2026

# DIVISION CHAIR'S MESSAGE

Dear SIMians,

Warmest greetings during this stretch between a very exciting AOM 2025 in Copenhagen and a promising AOM 2026 horizon in Philadelphia!

As 2025-2026 SIM Chair, I am honored to serve our Membership and support the Division's commitment to advancing pioneering and impactful scholarship. Since my first AOM conference as a doctoral student in 2007 (also in Philadelphia!), I've been grateful for the opportunity to grow and learn together in our SIM community – where research, teaching, and service coalesce as critical leverage points for generative transformation at the intersection of business and society.

## Inviting your submissions to AOM 2026

The SIM Program serves as a vibrant platform for exchange on the timely and important issues that influence our development as scholars, our community's collective knowledge, and the growth and impact of our field. With our Program Team, I invite you to submit your work to the SIM Division for the 2026 AOM Annual Meeting by the deadline of 13 January 2026. This year's AOM Program will include paper sessions, symposia, posters, and PDWs, with in-person and virtual asynchronous presentations. Stay tuned for SIM's Call for Submissions.

## Please review for SIM!

Reviewing bolsters the invaluable resource of developmental peer feedback within our community, and hones best practice in manuscript development for authors and reviewers alike.



**ERICA L.  
STECKLER**  
Division Chair

**ONCE THE SUBMISSION CENTER  
OPENS, PLEASE VISIT AOM'S  
REVIEWER CENTER, SELECT SIM,  
AND ADD KEYWORDS TO  
INDICATE AREAS OF  
KNOWLEDGE AND INTEREST.  
YOUR SIM REVIEWS ARE  
GRATEFULLY CELEBRATED!**

## 2025 – 2026 DIVISION CHAIR'S MESSAGE

# Recap: 2024-2025 SIM Strategic Review & Constitutional Amendments.

Based on feedback collected from the 2024 Member Survey, the SIM Strategic Review Team developed a set of recommendations to strengthen our Division by providing more opportunities for leadership, engagement, and interaction.

**The SIM Executive Committee voted unanimously to adopt the Review Team's recommendations.**

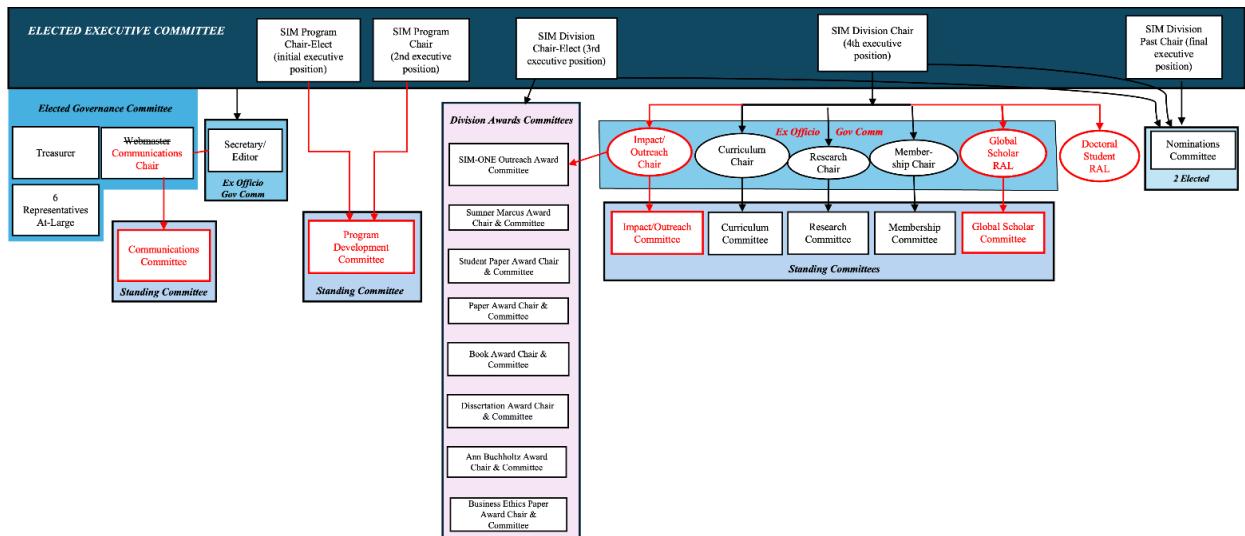
A Membership vote was called to institutionalize these changes by amending SIM's Constitution accordingly. In August and September 2025, SIMians voted resoundingly in favor (92%) of the proposed amendments.

As a result, SIM has broadened and deepened its governance structure, including provisions for 7 committees, more formalized doctoral student representation, and flexibility to include additional Division initiatives for robust year-round and virtual SIM programming.

**These changes will facilitate greater engagement with, responsiveness to, and representation of our diverse global membership.**

We are thrilled with SIM's revitalized structure and all the dynamic momentum already underway!

## SIM Revised Organizational Chart



## 2025 – 2026 DIVISION CHAIR'S MESSAGE

### Looking Ahead! Introducing More Resources & Year-Round Virtual Programming.

SIM is committed to delivering high-quality professional development resources and programming, platforms for discourse to challenge and advance our field, and opportunities for meaningful connection and community-building throughout the year.

**EACH SIM COMMITTEE  
STRIVES TO DEVELOP  
VIRTUAL OFFERINGS  
THAT REFLECT OUR  
MEMBERSHIP'S DIVERSE  
INTERESTS.**

Committee programming encompasses topics such as research development, doctoral student experience and support, teaching development and curricular innovation, global scholarship, impact and outreach, and networking, among others. Please be in touch to share your ideas!

As a result, SIM has broadened and deepened its governance structure, including provisions for 7 committees, more formalized doctoral student representation, and flexibility to include additional Division initiatives for robust year-round and virtual SIM programming.

These changes will facilitate greater engagement with, responsibility to, and representation of our diverse global membership. We are thrilled with SIM's revitalized structure and all the dynamic momentum already underway!

### Celebrating SIM's first virtual PDWs ("vPDWs") 2025-2026!

#### November 18, 2025

Developing a Teaching Portfolio | Part I  
Organizers: Curriculum Committee & Doctoral Student Committee  
50+ registrants from 19 countries, spanning every career stage

#### January 21, 2026 | Part II

Writing Your Statement of Teaching Philosophy  
Organizers: Curriculum Committee & Doctoral Student Committee

#### November 24, 2025

Publishing and Participating in AOM & the SIM Division: A Practical Guide for MENA Scholars  
Organizer: Global **Scholar** Committee



Please scan your inboxes, SIM's listserv, SIM media channels (e.g., LinkedIn), and the SIM website for additional virtual PDW announcements and other SIM offerings throughout the year!

## 2025 – 2026 DIVISION CHAIR'S MESSAGE

### STATE OF THE DIVISION SNAPSHOT.

SIM is currently the 9th largest, of 26 Divisions and Interest Groups, in the Academy of Management.

SIM is strong and growing, with 2,237 members as of July 2025. Approximately 56% of members registered for the Copenhagen conference. These figures are a Division all-time high.

**The Division is financially healthy, gratefully relies on a substantial number of dedicated volunteers**, and is poised to deliver more programming, resources, and engagement opportunities on a year-round basis.

#### 2025 SIM Program Round Up: Copenhagen.

- SIM received 781 finalized submissions this year, up a whopping 57% from 2024 in Chicago!
- Under the leadership of Program Chair, Rajat Panwar, and PDW Chair, Punit Arora, the SIM Program in Copenhagen was a treat for conference participants and a veritable feat of organizing – including 289 Papers, 92 Symposia, 33 PDWs, and 44 Posters.
- We owe tremendous gratitude to SIM's 1007 reviewers and 82 Associate Editors, who together achieved a completion rate of 96% (significantly above the AOM division-wide average of 91%) – further evidence of our community's strong ethos of responsibility and collegiality.
- **Thank you, SIMians!**
- The SIM program historically includes 4 Division-sponsored consortia and workshops – SIM's "signature" PDWs – the Doctoral Consortium, SIM/ONE Junior Faculty Consortium Research Development Workshop, and Speed Networking.
- For AOM 2025, in total these PDWs included 112 selected participants with 106 faculty serving as panelists, mentors, networking partners, and research paper reviewers.

#### 2025 SIM Division Awards & Award Committees.

- Please join us in celebrating SIM's 2025 Award Winners and Finalists, a testament to how SIM scholars are pushing boundaries, advancing groundbreaking research, and role modeling the art and craft of impactful scholarship, both within our domain and across disciplines. Many thanks to our expert Award Committees, who identify and evaluate outstanding scholarship in our Division and encourage scholarly excellence in our field.

#### 2024-2025 SIM Communications Committee.

- SIM's ability to share timely information, coordinate activities, and connect members is all thanks to our fantastic Communications team! Led by David Skandera with Susan Cooper through the 2024-2025 cycle.
- This Committee has grown to include several new contributors who are already innovating and improving on ways for members to engage more easily and effectively with the Division and each other. Kudos to SIM's newsletter editors: David, Joyce Treptow, and Emilia Filippi!



## 2025 – 2026 DIVISION CHAIR'S MESSAGE

**SIM'S STRENGTH CONTINUES TO REST UPON OUR MEMBERSHIP'S MEANINGFUL AND IMPACTFUL SCHOLARSHIP, ENGAGED PARTICIPATION, ENTHUSIASTIC SERVICE, AND REMARKABLE DEDICATION TO OUR COMMUNITY.**

**Next Steps.** There is so much innovative programming and member-focused momentum already happening this year in SIM! I can't wait for SIM Committees to share the resources they are developing and events they are planning to further support and enrich our community.

I very much look forward to working with Rajat Panwar, incoming Division Chair-Elect and Awards Chair; Punit Arora, incoming Program Chair; Jegoo Lee, incoming Program Chair-Elect; Michelle Westermann-Behaylo, Past Division Chair; Jason Pattit, Treasurer; and each member of SIM's broader Governance team. I'm deeply grateful to Michelle for her visionary leadership of the Division through the 2024-2025 AOM cycle and Strategic Review process.

I hope to see you virtually for a variety of SIM offerings in these months ahead, and I'm eager to gather with you for an inspiring SIM Program at the 86th Annual Meeting of the Academy of Management in Philadelphia!

***Thank you for your enduring contributions to SIM!***

Warm regards,

Erica Steckler  
SIM Division Chair, 2025-2026  
University of Massachusetts Lowell

# With tremendous gratitude on behalf of the Division to

## 2024-2025 SIM Division Chair

- Michelle Westermann-Behaylo  
for visionary leadership throughout the SIM Strategic Review process and across the AOM 2025 cycle.

## 2024-2025 SIM Program Chair and PDW Chair

- Rajat Panwar and Punit Arora  
for a fabulous 2025 SIM Program in Copenhagen, including evaluating submissions, matching reviewers, making acceptance decisions, scheduling sessions, and supporting SIM's 4 signature annual consortia and workshops.

## 2024-2025 SIM Interim Treasurer

- Jason Pattit  
for management and oversight of SIM finances.

## 2025-2026 SIM Program Chair and PDW Chair

- Punit Arora and Jegoo Lee  
managing SIM submission, review, and acceptance processes for AOM 2026.

## 2025 SIM Strategic Review

- Team: Lucas Amaral, Punit Arora, Sana Chiu, Tim Fort, Ed Freeman, Jegoo Lee, Catherine McDonald, Cristina Neesham, Rajat Panwar, Jason Pattit, Kathy Rehbein, David Skandera, Erica Steckler, Harry Van Buren, Michelle Westermann-Behaylo.  
With special thanks to Ed Freeman and UVA Darden for gracious and generous hospitality.

## 2024-2025 SIM Membership Committee

- Sarah Stephen with Frank de Bakker and Sebastian Hafnenbrädl  
for outreach initiatives including online and in-person meetings, workshops, and social events – and for organizing SIM's signature Speed Networking PDW – to meaningfully connect, educate, and inform SIMians and Friends.

## 2024-2025 SIM Communications Committee

- David Skandera with Susan Cooper and Jae Lee  
for skillfully innovating and managing the ways in which SIMians are able to share information and connect with each other in real time around the

## 2025 SIM Doctoral Student Consortium (DC) co-organizers

- Akwasi Opoku-Dakwa and Karen Maas  
with special thanks to Fireside Chat facilitator and guest speaker, Michael Johnson-Cramer with Jean-Pascal Gond, and over 40 faculty panelists, mentors, and speakers who contributed to the success of the DC program with 34 doctoral student participants.

## 2025 SIM/ONE Junior Faculty Consortium (JFC) co-organizers

- Sana Chiu and Naomi Gardberg, with ONE co-organizers Christina Bidmon and Limin Fu, with special thanks again to close to 20 faculty panelists, research feedback partners, and roundtable discussants throughout this program with 29 accepted participants.

## 2025 SIM Research Development Workshop co-organizers

- Lucas Amaral and Junghoon Park, with special thanks to 22 faculty volunteers paired with 22 research paper authors.

## 2025 SIM Speed Networking co-organizers

- Susana Esper and Natalia Vidal, with special thanks to 24 faculty volunteers who together rotated through 94 networking slots with 27 participants.

## 2025 SIM Reviewers, all 1007 of you – thank you!!

## 2025 SIM Associate Editors, 82 of you – thank you, thank you!

2025 - 2026

# PROGRAM CHAIR'S MESSAGE



**PUNIT  
ARORA**  
City University of  
New York

Next year, we will gather in Philadelphia, a city that has long stood at the crossroads of ideas and action.

## Looking ahead to Philadelphia

Known as the birthplace of American democracy, Philadelphia reminds us of the power of deliberation, dissent, and collective vision. It was here that the Declaration of Independence and the U.S. Constitution were debated and signed

These acts set in motion centuries of reflection on justice, responsibility, and governance. That legacy continues today in a city that has evolved into a vibrant center for education, innovation, and social enterprise. Philadelphia's universities, start-ups, and civic organizations are advancing new solutions to inequality, sustainability, and urban renewal. All of which are issues at the very heart of SIM scholarship.

There could be no more fitting setting for our Division's conversations about ethics, governance, and sustainable enterprise than a city that embodies both the foundations of moral leadership and the energy of renewal.

- 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.

“

**THANK YOU FOR YOUR DEDICATION  
TO THE SIM SCHOLARSHIP AND FOR  
AFFORDING ME THE OPPORTUNITY  
TO SERVE YOU.**

”

## 2025 – 2026 PROGRAM CHAIR'S MESSAGE



86<sup>TH</sup> ANNUAL MEETING  
 ACADEMY OF  
 Management  
 31 JULY-4 AUGUST | PHILADELPHIA, PA, USA

### **The regenerative power of SIM Scholarship**

This regenerative effect is evident in the growing number of doctoral students entering SIM scholarship around the world. 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.

### **Reviewing as stewardship**

Please help me help you by being a true SIM reviewer: willing, constructive, and timely. Reviewing is not just a service. It is an act of stewardship. Each thoughtful review strengthens our community, improves the quality of our scholarship, and ensures that our program reflects the very best of SIM. By offering your insights generously and on time, you help nurture the next generation of scholars and sustain the high standards that define our division.

### **Celebrating our collective impact**

Thank you for your dedication to the 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 Philadelphia—a city that continues to remind us that ideas, when guided by integrity and courage, can truly change the world.

**Punit Arora**  
 City University of New York

2025 – 2026

# PDW CHAIR'S MESSAGE

Dear fellow SIMians,

I'm back! As some of you might still remember, I have served for the SIM Division in multiple positions – Secretary, Communication Chair, Founding Editor of The SIMian, Doctoral Consortium Chair, Representative-at-Large. After a few years away, I'm restarting my engagements to serve SIMians! I'm especially excited to help us write the next chapter of our shared future!

I am open to learning your thoughts and ideas on how to develop the SIM community further, so please do not hesitate to reach out to me!

## Submit your PDW Proposals

Please consider and submit your PDW proposals to the SIM Division for the 86th Academy of Management (AOM) Annual Meeting in Philadelphia, USA. Although the official AOM's call for submission is not open yet, nor is the PDW submission site, this is the time to think about, organize, and polish your proposals! Please also see the PDW proposal call on page 38. In particular, please highlight the following three points in your proposals:

**SIM-specific:** What SIM issues and topics does your PDW contribute to? How does your PDW develop the issues and topics?

**Inviting widely:** Who is your target audience? Also, who do you invite, and with whom do you work with colleagues from other AOM Divisions.

**Measuring concrete 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?



**JEGOO  
LEE**

University of  
Rhode Island's  
College of Business

*"I'm especially  
excited to help us  
write the  
next chapter of our  
shared future!"*

## 2025 – 2026 PROGRAM CHAIR-ELECT

# CELEBRATING OUR VOLUNTEERS

“

**Your future hasn't  
been written yet.  
No one has. Your  
future is whatever  
you make it, so  
make it a good one.**

*Back to the Future Part III*  
(1990) directed by Robert  
Zemeckis

”

Photo: canva

Let's celebrate what keeps our SIM community moving forward: colleagues who roll up their sleeves and volunteer their time, creativity, and passion. Their dedication powers our engine, and we couldn't thrive without them. So, please take a moment to applaud their commitment!

Also, if you have ever thought about getting involved, there's no better time than now to help shape the future together!

So, buckle up – our engine is fully charged, and the future starts now! Once again, please feel free to let me know if you'd like to talk!

Sincerely,

**Jegoo Lee**

SIM Division PDW Chair, 2025-2026  
College of Business,  
The University of Rhode Island



2025 - 2026

# DIVISION CHAIR-ELECT & AWARDS CHAIR'S MESSAGE

Dear SIM Colleagues,

Season's Greetings!

I'm very much looking forward to gathering with SIMians in Philadelphia next summer for AOM 2026.

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 2026 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 2026 SIM-AOM AWARDS CYCLE. AWARD CALLS AND FURTHER DETAILS WILL BE SHARED OVER THE NEXT WEEKS AND MONTHS.**



**RAJAT PANWAR**

Oregon State University

## **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>

## 2025 – 2026 Division Chair-Elect & Awards Chair Message

### 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.



#### GET INVOLVED AND NOMINATE

Please consider nominating yourself or your colleagues in recognition of outstanding work that advances understanding and impact in the Social Issues in Management domain. Your participation helps us celebrate excellence and inspire future contributions.

**OUR DIVISION IS COMMITTED TO CELEBRATING EXCELLENCE AMONG THE SIM COMMUNITY AND THERE IS QUITE A LOT OF EXCELLENCE TO CELEBRATE!"**

### 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.

Warm regards,  
Rajat Panwar  
Oregon State University

## Celebrating excellence

# SIM DIVISION AWARD WINNERS 2025

During the 2025 SIM Division Business Meeting, the following SIMians were acknowledged for their contributions to the SIM Division and their scholarly achievements. **Congratulations!**

### 2025 Sumner Marcus Award

**Jeremy Moon**, Copenhagen Business School

### 2025 Ann K. Buchholtz Award

**R. Edward Freeman**, University of Virginia

### 2025 SIM Leadership Award

**Michelle Westermann-Behaylo**, University of Amsterdam

### 2025 William C. Frederick Doctoral Dissertation Award

Sponsored by Dr. Millie Myers and Dr. Jim Weber

An Indigenous Perspective on Institutions for Sustainable Business in China

**Wenjie Liu**, City University of Hong Kong

### 2025 Outstanding Paper Award

Governing Sustainability Locally: A Place-based Cornish Case Study

**Onna Malou van den Broek**, Copenhagen Business School | **Stefano Pascucci** University of Exeter Business School | **Laura J. Spence**, King's Business School

### 2025 Outstanding Business Ethics Paper Award

Sponsored by Journal of Business Ethics

When Corporate Social Responsibility Implies Breaking the Law: Integrating the Right to Corporate Disobedience into CSR

**Marian Eabrasu**, EM Normandie Business School

### 2025 Outstanding Student Paper Award

What Makes Legitimacy: Media Legitimacy Signaling and Judgments on Ethical Resistance

**Jens Joachim Marga, Miriam Muethel**, WHU Otto Beisheim School of Management

### 2025 Outstanding Book Award

Defeating Dengue: A Multistakeholder Approach to Problem Solving

**R. Edward Freeman, Andrew Sell**, University of Virginia

### 2025 Outstanding Reviewer Awards

**Mariasole Bannò, Bruno Freischlag, Alvaro Lleo, Canquan (Charles) Li, Daina Mazutis, Ben Perkins, Manuel Reppmann, Iteke van Hille, Yuen Lam (Fannie) Wu, Michael Wunsch**

### 2025 SIM-ONE Outreach Award

Unveiling the Canvas Ceiling: A Multidisciplinary Literature Review of Refugee Employment and Workforce Integration

**Jeannie Eun Su Lee**, University of Melbourne | **Betina Szkudlarek**, University of Sydney



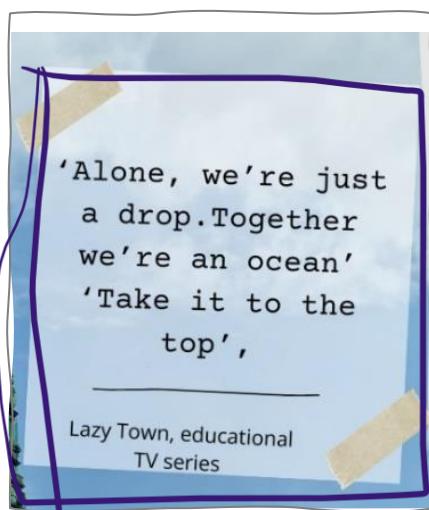
Photo: canva



# Sumner Marcus Award 2025

## Jeremy Moon

### Copenhagen Business School



It was a great honour to receive this award, particularly at the AoM conference in Copenhagen, and to be the first European recipient. The buzz lingered at the workshop/reception organized by my department, *Management Society & Communication*, on the following day, bringing together friends from around the world and family. One contributor read the nomination text submitted for the award by former PhDs, post-docs and colleagues which was truly humbling. It also underlined that my business and society journey has been a shared one, with respect to both elements of the award 'service and scholarship'.

It began in the early 1980s UK whilst investigating local employment initiatives in the context of mass unemployment, we kept finding companies acting in ways we had not anticipated; call it CSR. It continued in Australia: examining local initiatives; surveying Australian CSR and CSR & school education; and relating the findings to social capital.

As much of this CSR was framed or sparked by public policy, government has pervaded much of my thinking about the topic. The journey took another turn in the 2000s at the International Centre for Corporate Responsibility, Nottingham University Business School. Many wonderful collaborations unfolded, including researching: corporate citizenship; comparative CSR; implicit & explicit CSR; government policies for CSR; CSR and gender; and much more. We also invested heavily in CSR education, including MSc, MBA and executive programmes, and graduating 20+ PhDs.

And then to Copenhagen Business School where I have learned more about Nordic approaches, continued teaching and supervising, and collaborating, including on: responses to the Rana Plaza disaster; corporations and governance; and two edited texts.

And finally, in all these years, I have been welcomed in institutions around the world enriching my understanding of the field. So, a very big thanks to all who have journeyed with me in exploring our field, as well as in bringing the fun and strength of friendship.

Jeremy Moon

# Sumner Marcus Award 2025

## Committee report

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 Cristina Neesham as Past SIM Division Chair, Michelle Westermann-Behaylo as SIM Division Chair, and Erica Steckler as SIM Division Chair-elect) has considered the Award brief very carefully and unanimously decided in favour of Professor Jeremy Moon, Chair of Sustainability Governance at Copenhagen Business School.

Jeremy Moon does not need any special introductions as he has been a long and active member of our Division. Jeremy has served as a SIM representative at large and on the editorial board of *Business & Society* as well as other SIM-related journals. He has published over 150 refereed articles/book chapters/books plus policy and practitioner publications and is one of the most cited management scholars in the Business and Society area.

With his background in politics, Jeremy's scholarship has shaped thinking on the relation



between business and other societal actors, and is influential on corporate social responsibility, governance, and sustainability. Jeremy is known for his impressive work ethic and contagious excitement for research and teaching. He demonstrates visionary leadership to integrate a vibrant community of scholars and is known to combine intellectual rigor and sharp critical thinking, with a rare ability to truly care about people and their work. He has supervised over twenty PhD dissertations in our field to successful completion. Jeremy is an ally for underrepresented scholars, and is also known to speak up against abusive or irresponsible actions. Jeremy has made a lasting difference in how many SIM scholars approach their work, and in the values we carry forward.

We are proud and honoured to have the opportunity to confer this prestigious Award, which recognizes Jeremy's lifetime work and commitment to SIM scholarship.

Michelle Westermann-Behaylo

# Ann K. Buchholtz Award 2025

**R. Ed Freeman**  
University of  
Virginia

*I want to at  
least try to  
give back  
what so  
many have  
given to  
me.*

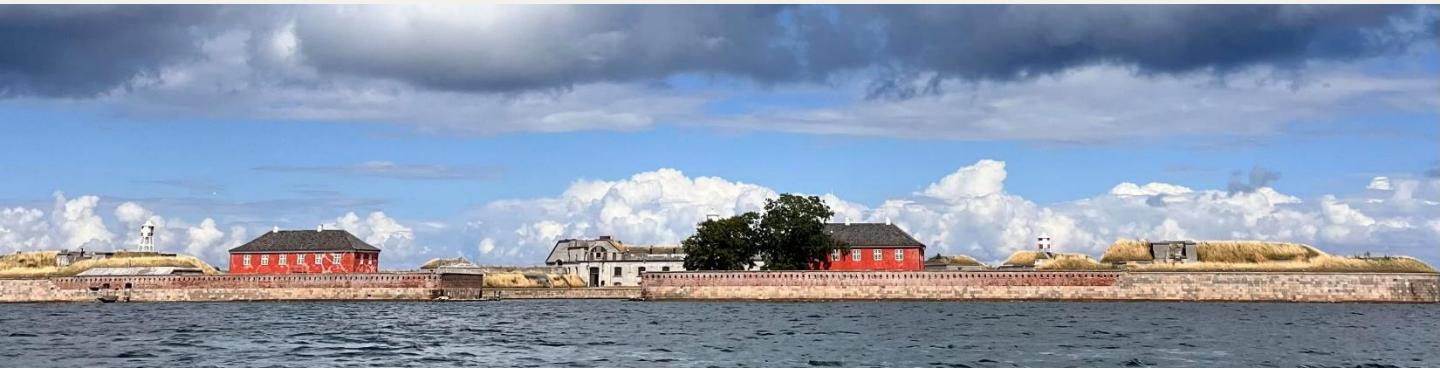


This is a very humbling award to me.

Of course I knew Ann and her incredible spirit that helped define SIM. When I was a Newbie, first time at AOM in 1980, Jim Post, Bill Frederick, Archie Carroll and others took me under their wings. I would have been lost without them. I have tried to repay them by spending time with doctoral students, early career Simians, and others that sought my help. It's one of the things that is most important to me as I stare at the end of my career. And it is the thing I enjoy the most. I can never live up to the standard that Ann Buchholz set, or even my early mentors who are legendary in their efforts to help build SIM and help Simians whenever they were asked.

*Thank you for this wonderful award.*

R. Ed Freeman



# SIM Leadership Award 2025

**Michelle  
Westermann-  
Behaylo**  
University of  
Amsterdam

**Awarded for excellence  
in serving as**

SIM PDW Chair 2021  
SIM Program Chair 2022  
SIM Awards Chair /  
Division Chair-Elect 2023  
SIM Division Chair 2025

I am honoured to receive the 2025 SIM Division Leadership Award. It has been a labour of love to serve the SIM division for the past years on the executive track and before that in various roles organizing SIM PDWs. It has been so meaningful to me to give back to this Division as SIM has been an enormous source of support throughout my career. It is clear to me that I would not have an academic career today without the guidance, mentorship and collegiality I have benefitted from through SIM.

Like many doctoral students, I felt lost at AOM meetings until the SIM doctoral consortium helped me form a community with my fellow students and connect with mentors, many of whom have become my lifelong friends and co-authors. Their advice and encouragement helped me negotiate the demands of the PhD and later tenure-track while raising small children. My first academic position came about through an introduction and reference from an esteemed SIM scholar I met during SIM's doctoral consortium. Wisdom and learned experience conveyed during SIM's junior faculty consortium helped me to make sense of the challenges of tenure track and understand how to find my pace. Benefiting from SIM's research development workshops and speednetworking sessions helped me to publish my research and connect with leaders in new areas of thought that have shaped my scholarship over the years. It would take several pages to thank all the specific SIMians who have had such important influences on my career-but suffice it to say that you know who you are and please know I am eternally grateful!

It has been an exciting time to serve in SIM leadership, given the Division strategic review that took place in the 24/25 academic year. I am grateful for the wonderful review team who volunteered to serve SIM and undertook this important opportunity to make the most of our Division-more on that in another article in this newsletter. The Division membership survey confirmed that there is a deep bench of energetic talent within SIM who are just as passionate about giving back to our members. SIM members have terrific ideas of how to develop our Division to provide even more support, insight, learning and community-building opportunities and continue to build up SIM. Taking this valuable input from our membership, the Review Team developed a structure that will hopefully harness that energy and empower our members to take SIM to new heights. I'm grateful particularly to Erica Steckler, current SIM Division Chair, Rajat Panwar, SIM Division Chair-Elect, Punit Arora, SIM Program Chair, and Jegoo Lee, SIM Program-Chair-Elect, who have all stepped up in a wonderfully inclusive manner to build out this structure and put new traditions into place. I am confident that with Erica leading this fantastic team, SIM's future is in excellent hands!



Sponsored by Dr. Millie Myers  
and Dr. Jim Weber

# William C. Frederick Outstanding Dissertation Award 2025

**Wenjie Liu**  
City University of  
Hong Kong

*An Indigenous Perspective  
on Institutions for  
Sustainable Business in  
China*

Winning this year's William C. Frederick Outstanding Dissertation Award is a tremendous honor. I am truly humbled to receive this recognition, an encouraging reminder to keep pursuing the research I deeply care about. While the sustained economic expansion of the Chinese economy has led to significant welfare increases of most Chinese citizens, it has also brought about pressing environmental and social challenges.

At the same time, China's economic growth has evolved through a system of industrial governance and political involvement that is very distinct from the Western trajectory. This dissertation builds endemically Chinese theoretical explanations for the institutional arrangements that drive sustainable business in China, based on how politically constrained NGOs clean local supply chains by leveraging the influence of foreign multinationals, and how the party-state spurs corporate social activities through reinterpreting the prevailing political ideology. I hope that my dissertation research will inspire scholars, both from the East and from the West, to

revisit their current views on the contributions of indigenous research to global management knowledge and will encourage them to embrace an indigenous perspective in studying some endemic questions.

**This dissertation would  
not have been possible  
without the generous  
support of many people.**

I owe enormous gratitude to my PhD supervisors, Pursey Heugens and Frank Wijen, for their invaluable mentorship throughout my PhD journey. I also would like to thank other committee members, Christopher Marquis, Rose Xiaowei Luo, and Brian Pinkham, for their thoughtful feedback on my dissertation and helpful advice about academic life. I have also been fortunate to receive consistent intellectual support from colleagues at the Rotterdam School of Management. Finally, a heartfelt thank you to the 2025 SIM Division award committee, Lea Stadtler, Iteke van Hille, Laura Adler, and Alex Kowalski, and to the award sponsors, Mildred Myers and James Weber, for this recognition!

Sponsored by Dr. Millie Myers and Dr. Jim Weber

# William C. Frederick Outstanding Dissertation Award 2025

## Committee report

The William C. Frederick SIM Outstanding Dissertation Award recognizes exemplary doctoral research. Rooted in a long-standing tradition, the award offers a unique opportunity to engage with the insights of the next generation of SIM scholars. I was therefore honored to once again chair the award committee and to work closely with its members Dr. Laura Adler (Yale School of Management), Dr. Iteke van Hille (Amsterdam University of Applied Sciences), and Dr. Alexander Kowalski (Cornell University).

This year, we received 16 submissions from applicants representing 10 different countries. The selection process consists of two rounds. In the first round, committee members evaluate all submissions based on the extended abstract and develop a shortlist of five to seven dissertations.

In the second round, they assess the full dissertations. From this process, one award winner and two runners-up are selected. In both rounds, the evaluation criteria include: domain relevance, innovativeness of the research question, significance of the contribution, adequacy of the literature review, conceptual development, methodological appropriateness, and presentation style (see Muethel, 2015\*).

The three finalists are invited to present a synthesis of their dissertation during a dedicated award session at the Academy of Management Annual Conference. The winner is then announced at the SIM Business Meeting.

The 2025 William C. Frederick SIM Outstanding Dissertation Award was awarded to Dr. Wenjie Liu (City University of Hong Kong) for outstanding dissertation work titled "An Indigenous Perspective on Institutions for Sustainable Business in China." This dissertation, completed at Erasmus University



Rotterdam, represents an excellent piece of interdisciplinary research, integrating insights from sociology, management studies, and a political-historical overview of the Chinese context.

Employing a mixed-methods approach, it offers a **novel and timely perspective by examining management practices within authoritarian regimes**-an increasingly relevant topic. Each of the three chapters delivers original and counter-intuitive insights. Notably, Chapter 3, which explores cross-sector partnerships and strategies of non-governmental organizations in a non-Western authoritarian setting, stands out for its theoretical and empirical contributions. The dissertation was supervised by Prof. Pursey Heugens and Prof. Frank Wijen.

In addition to the award winner, we are happy to congratulate two runners-up on their outstanding work:

Dr. Julia L. Melin, "Upskilled and Reskilled: How Gender Shapes Career Transitions in the New Economy," completed at Stanford University.

Dr. Devin Stein, "Community Organizing and Complex Social Issues: Wildfire Management in California," completed at Syracuse University.

I would like to express my sincere thanks to Dr. Millie Myers and Dr. James Weber for their continued support of this award. Dr. Weber was also able to attend the presentation session at the conference in Copenhagen, which was greatly appreciated.

Lea Stadtler (Chair)  
Grenoble Ecole de Management



# Outstanding Paper Award 2025

**Onna Malou van den Broek** | Copenhagen Business School  
**Stefano Pascucci** | University of Exeter Business School  
**Laura J. Spence** | King's Business School

*Governing Sustainability Locally: A Place-based Cornish Case Study*

## Abstract

**Sustainability** scholars have traditionally focussed on global and national governance spheres, but the increase of "localism" means that subnational governments and local governance-including local businesses-are also becoming an integral part of these systems. Drawing on an ethnographic case study of a rural county in the South-West of England, we examine how the concept of place impacts local sustainability governance. We contribute by: (1) demonstrating how local sustainability governance is part of broader multilevel governance systems, in which governance divisions happens along place-based lines rather than public-private spheres; (2)

theorising how local sustainability governance is different because of its "local pragmatist" approach, emphasizing problem-solving, deliberation, creative action, and experimentation between local businesses, governments and civil society; and (3) explaining how local sustainability governance can alters the initial 'sense of place' through collective place-forming, bridging insights from geography studies. Our contributions help to complete the picture of sustainability governance and sketches an alternative, place-based governance system to enhance the resilience of societies and economies in the face of sustainability challenges.

# Outstanding Paper Award 2025

## Committee report

This award is intended to inspire colleagues who wish to further contribute to our field. Not only the winning paper but also the runner-up papers are remarkable pieces of scholarship. Each represents an exemplary example of research that should hopefully encourage and guide younger colleagues.

The selection process was a rich and rewarding experience. The committee received eleven blind manuscripts - all of them of outstanding quality. We greatly enjoyed discussing, comparing, and contrasting these works, and eventually arrived at a trio of finalists.

One of the finalists was

*"Going With the Tide Instead of Against It: Navigating Authoritarian Contexts Through NGO-Government Partnership for Sustainable GVCs"* by **Sarah Castaldi, Anna Nadolska, and Marleen Wierenga** - an insightful exploration of value chain management in Ethiopia, addressing a crucial issue from a fresh, Global South perspective.

Another finalist was *"From Crypto to Societal Change: Sensemaking, Institutional Boundaries, and the Promise of Blockchain"* by **Carlotta Cochis and Paula Ungureanu**, a profound study on the transformative potential of crypto for social change, supported by robust theory and rigorous methods.

Finally, the winning paper was *"Governing Sustainability Locally: A Place-Based Cornish Case Study"* by **Onna Malou van den Broek, Stefano Pascucci, and Laura J. Spence**.

**THIS IS AN INSIGHTFUL, ENGAGING, AND BEAUTIFULLY WRITTEN STORY ABOUT SUSTAINABILITY. ITS WELCOME NOVELTY LIES IN ITS LOCAL PERSPECTIVE - SO OFTEN NEGLECTED IN TODAY'S SUSTAINABILITY RESEARCH.**

The authors explore their site in depth, bringing a fresh and concrete view that, paradoxically, makes the paper more universal. As Tolstoy once said, "If you want to be universal, paint your own village."

Our award committee was also composed of Annie Snelson-Powell (University of Bath, UK) and Kevin Chuah (D'Amore-McKim School of Business, Northeastern University, USA)

Adrian Zicari (Chair)  
ESSEC Business School

Sponsored by Journal of Business Ethics

# Outstanding Business Ethics Paper Award 2025

**Marian Eabrusu**  
EM Normandie  
Business School

*When Corporate Social Responsibility Implies Breaking the Law: Integrating the Right to Corporate Disobedience into CSR*



## Abstract

This study investigates how U.S. media outlets grant or deny legitimacy to ethical resistance, focusing on two objectives: identifying the factors shaping legitimacy judgments and examining the influence of self-legitimizing signals in media legitimizing behavior. Using a mixed-methods approach, we combine quantitative correspondence analysis with qualitative thematic analysis of 27 cases of ethical resistance during Donald Trump's first presidency, which were discussed across 7,607 media articles. Our findings challenge the assumption that ethically informed acts inherently achieve legitimacy. Procedural conformity often outweighs moral considerations, as media outlets prioritize adherence to institutional norms and strategic priorities. We uncover a spectrum of media responses, reflecting how outlets balance their roles as gatekeepers, evaluators, and self-legitimizing entities. These legitimacy judgments involve self-interested calculations that emphasize institutional credibility over ethical advocacy. This research advances legitimacy theory by illustrating how ethical followership contends with procedural logics in media legitimacy activities. It highlights the strategic nature of media legitimacy construction. It offers practical guidance for leaders to overcome social issues in management, underscoring the importance of aligning institutional frameworks with ethical followership to enhance legitimacy and reduce misrepresentation in a media-driven landscape.

# Outstanding Business Ethics Paper Award 2025

A few words by Marian Eabrasu

I'm honored and delighted to receive the 2025 Outstanding Business Ethics Paper Award, sponsored by the Journal of Business Ethics, at the SIM Division of AOM during the Academy of Management Conference in Copenhagen.

Beyond the personal recognition, I'm especially pleased that this award highlights a timely and important topic: corporate disobedience. It affirms that our field is ready to examine the boundaries of compliance and explore the conditions under which responsible dissent can advance ethical practice and democratic governance within organizations.

For me, this recognition serves both as encouragement and a responsibility. Encouragement because it suggests our ideas resonate with colleagues who care deeply about the moral agency of managers and employees—the gray zones where rules, conscience, and institutional pressures intersect. Responsibility because the concepts we promote must be tested, refined, and made practical for practitioners facing real trade-offs.

In future work, I aim to deepen the normative arguments around when disobedience is justified and expand the empirical base—across sectors and geographies—on how organizations can develop channels that protect principled voices without romanticizing defiance.

I also appreciate the space SIM creates for philosophical reflection and debate. Philosophy provides management with a strong toolkit: conceptual clarity, disciplined reasoning, and the ability to uncover hidden assumptions. These skills are not just academic luxuries; they are essential operational tools when leaders face ambiguous evidence, conflicting duties, and high-stakes outcomes. Philosophical methods—such as careful definition, argument mapping, and attention to criteria like consistency and fairness—help turn ethical intuition into workable judgment.

*The SIM community is a home where rigorous theory, precise methods, and public purpose coexist.*

The conversations here consistently push me to be clearer, fairer, and more creative. Business ethics is not a niche issue; it is the link that connects strategy, governance, and society. Thank you to the reviewers, the SIM Division, AOM, and the Journal of Business Ethics for this recognition. I look forward to continuing the dialogue with scholars pursuing similar questions and collaborating on research that treats corporate disobedience—and philosophical inquiry—as vital tools for institutional learning and change.

Marian Eabrasu

Sponsored by Journal of Business Ethics

# Outstanding Business Ethics Paper Award 2025

## Committee report

The Outstanding Business Ethics Paper Award, generously sponsored by Journal of Business Ethics, strives to recognize excellent business ethics research submitted to the SIM Division. The criteria for selection include interestingness/novelty/innovativeness, persuasive theoretical motivation, competent research methodologies, clarity and presentation, and the extent to which the paper advances knowledge in the field of business ethics.

The Selection Committee included myself, Jennifer Goodman (Audencia), and our chair Aishwarya Shahrawat (Indian Institute of Technology, Delhi). Out of many qualified and high-quality nominees, the Committee selected through blind review three finalist papers, and one winner among them.

The winning paper this year was **"When Corporate Social Responsibility Implies Breaking the Law"** by Marian Eabrasu (EM Normandie Business School). The paper pushes the reader to consider the ethical implications of the rule of law, and grapple with private citizens' and businesses' responses to unjust laws. Its discussion weaves together both business and society literature as well as philosophical theories of political obligation, yielding a penetrating analysis of a timely ethical issue. Rather than assuming businesses must always support the law, it considers with admirable nuance when and under what circumstances corporate disobedience may be permissible or ethically required.

The other finalists for the award included (in no particular order):

- **Responding to Ethical Dilemmas Through Adaptive Caring Work: Evidence from a Social Enterprise** (Salvador Barragan, Thompson Rivers University; Tolulope Oluwafemi, Thompson Rivers University; Scott Rankin, Thompson Rivers University; Bruce Carruthers Martin, Thompson Rivers University).
- **Achieving AI Innovation: Culture of Market Responsiveness or Integrity?** (Vidhi Jain, University of North Texas; Manjula S. Salimath, University of North Texas; Robert Pavur, University of North Texas).

Both of these finalists submitted high-quality papers examining key issues: respectively, at the intersection of social enterprise, increases in demand for care work, and sensemaking; and concerning the relationship between firm cultures of market responsiveness versus cultures of integrity in pursuit of AI innovation, in the context of competitive pressures to take shortcuts in developing and implementing AI.

The Committee once more would like to applaud all the finalists and the winner for putting forward papers that significantly advance knowledge in the field of business ethics

Matthew Caulfield (Committee member)  
Fordham University

# Outstanding Student Paper Award 2025

**Jens Joachim Marga,  
Miriam Muethel**

WHU - Otto Beisheim  
School of Management

*What Makes Legitimacy:  
Media Legitimacy  
Signaling and Judgments  
on Ethical Resistance*

A few words from Joachim Marga and Miriam Muethel

We are honored to receive the SIM Best Student Paper Award and deeply appreciative that the Academy of Management includes a division dedicated to examining the social issues, institutions, interactions, and impacts of management. The SIM Division's mission to advance understanding of responsible and ethical organizational practice provides an invaluable home for research of this kind.

Our study investigates how individuals who resist perceived wrongdoing come to be viewed as legitimate by others. The project evolved from an initial question into a systematic inquiry that combined auditable case materials with correspondence analysis and qualitative sensemaking. Together, our findings shed light on how legitimacy emerges in the context of ethical resistance within organizations.

We are grateful for the rigorous and constructive engagement of SIM colleagues, whose insights refined our analytic reasoning and clarified the practical relevance of our findings. We thank the award committee, reviewers, and session organizers for their thoughtful support, and we look forward to continuing the dialogue within the SIM community.

Joachim Marga &  
Miriam Muethel

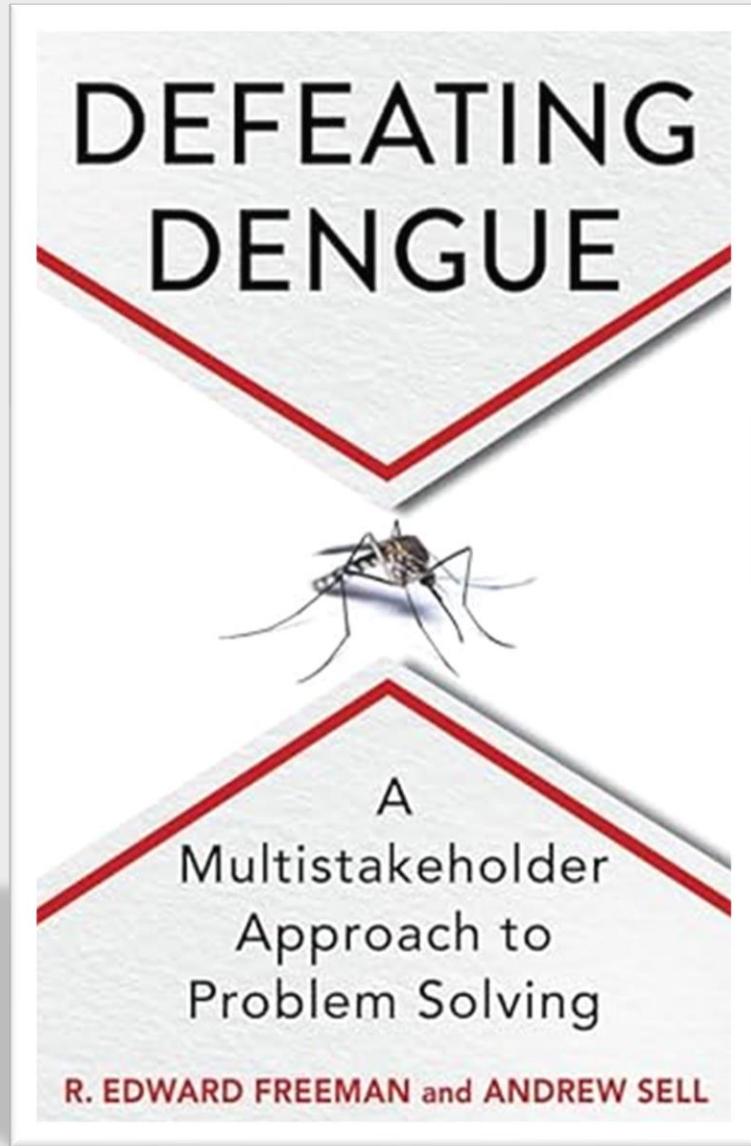
## Abstract

This study investigates how U.S. media outlets grant or deny legitimacy to ethical resistance, focusing on two objectives: identifying the factors shaping legitimacy judgments and examining the influence of self-legitimizing signals in media legitimizing behavior. Using a mixed-methods approach, we combine quantitative correspondence analysis with qualitative thematic analysis of 27 cases of ethical resistance during Donald Trump's first presidency, which were discussed across 7,607 media articles. Our findings challenge the assumption that ethically informed acts inherently achieve legitimacy. Procedural conformity often outweighs moral considerations, as media outlets prioritize adherence to institutional norms and strategic

priorities. We uncover a spectrum of media responses, reflecting how outlets balance their roles as gatekeepers, evaluators, and self-legitimizing entities. These legitimacy judgments involve self-interested calculations that emphasize institutional credibility over ethical advocacy. This research advances legitimacy theory by illustrating how ethical followership contends with procedural logics in media legitimacy activities. It highlights the strategic nature of media legitimacy construction. It offers practical guidance for leaders to overcome social issues in management, underscoring the importance of aligning institutional frameworks with ethical followership to enhance legitimacy and reduce misrepresentation in a media-driven landscape.

# Outstanding Book Award

*Defeating Dengue: A Multistakeholder Approach to Problem Solving*



In defeating dengue: a multistakeholder approach to problem solving, R. Edward freeman and Andrew Sell present a compelling narrative that brings to life the power and complexity of stakeholder engagement.

Award committee

# Outstanding Book Award

Edward Freeman  
Andrew Sell  
University of Virginia



## ED FREEMAN

In *Defeating dengue: a multistakeholder approach to problem solving*, R. Edward Freeman and Andrew Sell present a compelling narrative that brings to life the power and complexity of stakeholder engagement.

**ACCESS THE VIDEO**  
<https://vimeo.com/1140450539?fl=ip&fe=ec>

# Outstanding Book Award 2025

## Committee report

The SIM Outstanding Book Award serves as a distinguished recognition of scholarly excellence within the Social Issues in Management community. Established to honour works that significantly advance our understanding of the relationship between business, society, and ethical responsibility, the award reflects the Division's longstanding commitment to impactful knowledge production. Its purpose is not solely to celebrate high-quality academic writing, but to highlight books that challenge assumptions, reframe debates, and provide novel insights into how organisations intersect with social, environmental, and institutional concerns. Through this recognition, SIM reinforces the understanding that responsible scholarship is central to navigating contemporary organisational challenges, contributing to positive societal outcomes, and influencing future generations of research.

The award's significance lies in its ability to elevate texts that demonstrate conceptual

depth, methodological innovation, and practical relevance. Winning books often become key reference points for scholars, students, and practitioners, shaping course curricula, informing policy discussions, and guiding executive decision-making. It also strengthens the visibility of emerging research areas within the Academy of Management, adding momentum to themes gaining global traction, such as sustainability transitions, stakeholder legitimacy, algorithmic ethics, and institutional resilience. By showcasing exemplary scholarship, the award amplifies voices that push disciplinary boundaries and encourages others to pursue intellectually courageous work.

The selection process is competitive, rigorous, and reflective of the diversity within the SIM research community. Submitted books are assessed within a defined publication window to ensure timeliness and relevance. The committee reviews each text independently before

convening to discuss findings, identify thematic patterns, and agree on a shortlist. Selection criteria include intellectual originality, theoretical contribution, clarity of argumentation, and engagement with real-world issues. Methodological robustness, accessibility to broader audiences, and the potential to shape future scholarly conversations are also essential considerations. Particular attention is paid to whether the book advances pressing debates within business and society research, offers compelling evidence, and demonstrates sensitivity to global and institutional contexts. The deliberation process is grounded in consensus-building, open dialogue, and fairness, ensuring that all perspectives are represented.

Notable highlights from this year's submissions demonstrate the vibrancy and evolution of the field. A strong interdisciplinary presence was immediately evident, with several books integrating insights from

# Outstanding Book Award 2025

## Committee report

political theory, sociology, anthropology, and environmental studies. Many titles addressed emerging concerns around climate governance, digital surveillance, post-pandemic organisational reconfiguration, and the ethical tensions embedded in AI-mediated work. There was also an encouraging increase in research rooted in non-Western institutional environments, providing substantive contributions to global debates on legitimacy, cultural embeddedness, and context-specific responsibility.

Methodologically, this year's cohort showcased innovation far beyond traditional narrative forms, including longitudinal qualitative designs, visual process modelling, and multi-level institutional analysis. Books grounded in practice-oriented frameworks offered clear relevance for policymakers, corporate boards, and civil society organisations, illustrating how scholarship can inform action. Overall, the breadth, sophistication, and originality of submissions made the committee's decision both intellectually stimulating and highly competitive. Collectively, they reflect the growing maturity of SIM scholarship and its ability to meaningfully engage with an increasingly complex world.

In *Defeating Dengue: A Multistakeholder Approach to Problem Solving*, R. Edward Freeman and Andrew Sell present a compelling narrative that brings to life the power and complexity of stakeholder

engagement. Centred around the true story of the Tahija family in Indonesia and their determined fight against dengue fever, the book delivers a rich, multi-layered case study that highlights how collaboration among diverse actors can lead to profound, real-world change.

The authors deftly unpack the core elements of a multistakeholder approach—including collaboration, shared responsibility, inclusion of diverse perspectives, and sustainability—through vivid storytelling and strategic reflection. The tale of the Tahijas is not just a story of triumph over disease; it is a testament to how theory and practice can intersect to produce impactful, localized solutions.

Importantly, the book also candidly explores the challenges of multistakeholder problem-solving, including coordination complexity, conflicting interests, and the endurance required to maintain collective action over time.

Ultimately, *A Multistakeholder Approach to Problem Solving* is a powerful example of stakeholder theory in action. It will resonate with scholars, practitioners, and students seeking to understand how engaged, cross-sector collaboration can tackle some of the world's most persistent problems.

Petya Koleva (Chair)  
Heriot-Watt University Dubai

# Outstanding Reviewer Awards 2025

<b>Mariasole Bannò</b>	University of Brescia
<b>Bruno Luis Avila Freischlag</b>	Unisinos
<b>Alvaro Lleo</b>	University of Navarra
<b>Canquan (Charles) Li</b>	The Hong Kong Polytechnic University
<b>Daina Mazutis</b>	University of Ottawa
<b>Benjamin Perkins</b>	University of Alabama
<b>Manuel Reppmann</b>	University of Hamburg
<b>Iteke Van Hille</b>	Amsterdam University of Applied Sciences
<b>Yuen Lam (Fannie) Wu</b>	Deakin University
<b>Michael Wunsch</b>	University of Bayreuth



# SIM-ONE Outreach Award 2025

**Jeannie Eun Su Lee** University of Melbourne  
**Betina Szkudlarek** University of Sydney

*Unveiling the Canvas Ceiling: A Multidisciplinary Literature Review of Refugee Employment and Workforce Integration*

## A few words from Jeannie Eun Su Lee

I am deeply honoured to receive the 2025 SIM/ONE Outreach Award. As an early-career researcher, this recognition is especially meaningful, as it highlights the growing importance of scholarship that extends beyond academic publications to inform, engage, and benefit the wider public. My research focuses on how organisations can create more equitable opportunities for migrants and refugees.

**This award marks a personal milestone, but more importantly, it affirms the collective effort of mentors, colleagues, and communities who have inspired and supported my journey.**

I am particularly grateful to Professor Betina Szkudlarek, whose mentorship has profoundly shaped my development as a scholar and reinforced my belief that impactful research can be both intellectually rigorous and socially responsive.



Receiving this award strengthens my commitment to pursuing work that bridges scholarly inquiry and societal impact.



The SIM community has provided an academic home that values both ethical reflection and practical relevance. It embodies the conviction that management research should not only deepen understanding but also contribute to building more just, inclusive, and sustainable forms of organising. For me, outreach is a natural extension of this vision of translating research into insights that resonate beyond academia, influencing practice, policy, and public awareness.

I am sincerely thankful to the SIM and ONE Divisions for this honour, and for fostering a community that encourages researchers to see themselves not only as producers of knowledge, but as active participants in shaping a more compassionate world out there.

Jeannie Eun Su Lee

# SIM-ONE Outreach Award 2025

## A few words from Betina Szkudlarek

This award means a great deal to us because it recognizes a commitment that I believe should be central to all our work: ensuring that our research reaches and benefits the people whose lives it seeks to improve. I strongly believe that too often, as scholars, we find ourselves confined within academic "ivory towers," speaking primarily to one another and celebrating contributions that may never touch the communities most affected by the issues we study. For me, outreach is not an add-on to research, but an integral part of the research itself. The impact of our work should extend beyond publications and conferences to inform the decisions and practices of those who can make real-world change, especially among those who are less privileged or less heard.

I hope this award will inspire others in our community to bridge the gap between research and practice, and to see outreach as an integral part of scholarly work. Together, we can make management research more inclusive, accessible, and impactful.

For those interested, more about our outreach can be found here. <https://www.sydney.edu.au/business/our-research/research-partnerships/why-you-should-hire-refugees.html>

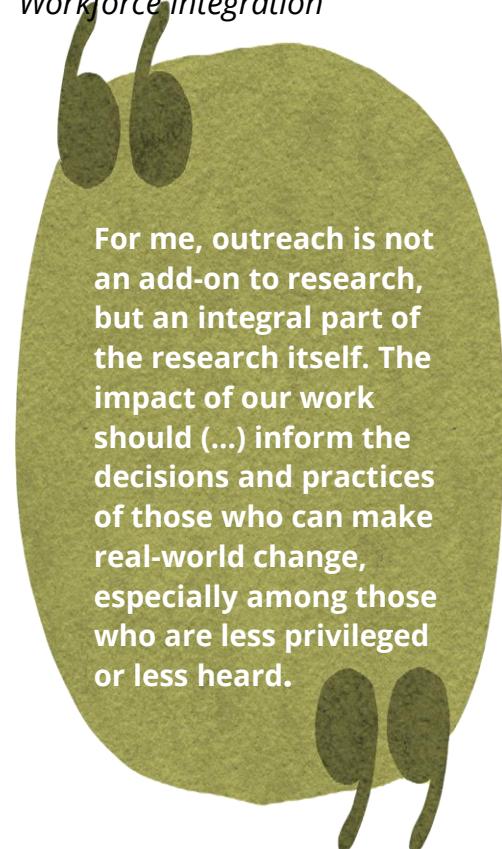
Thank you again

Betina Szkudlarek

**Jeannie Eun Su Lee**  
University of  
Melbourne

**Betina Szkudlarek**  
University of  
Sydney

*Unveiling the Canvas  
Ceiling: A Multidisciplinary  
Literature Review of  
Refugee Employment and  
Workforce Integration*



# SIM-ONE Outreach Award 2025



## Committee report

The ONE-SIM Outreach Award celebrates management scholars who communicate the insights from rigorous research on sustainability and social issues to catalyze real-world impact. Jointly organized by the ONE and SIM divisions, the award recognizes exemplary outreach strategies that bring peer-reviewed findings from academia to practitioners, policymakers, and the public. Winners receive a USD 500 prize and a plaque at the AOM Annual Meeting. Eligible applications are based on a single paper that was published (or accepted) at a peer-reviewed journal in the prior five years and is related to ONE/SIM topics.

## Jury and pre-selection committee

Winners are selected in a two-step process. A pre-selection committee narrows entries to 5–7 finalists. The jury then selects the winner (and, where appropriate, a runner-up).

The jury for the 2025 award comprised Thomas Roulet (Chair), Andy Crane, and Sarah Kaplan and the pre-selection committee Jamie Gloor (Chair), Sylvia Grewatsch and Suntae Kim.



The application deadline for the **2026 award** is on **April 30, 2026**.

Eun Su Lee (University of Melbourne) and Betina Szkudlarek (University of Sydney).

They were honored for outreach activities around the paper "Unveiling the Canvas Ceiling: A multidisciplinary literature review of refugee employment and workforce integration" (International Journal of Management Reviews, 2020). The jury praised their "wide approach to engagement," noting how they used different channels to reach different audiences and maximize impact.

Charlotte Karam (University of Ottawa) and May Ghanem (American University of Beirut)

They were runners-up for outreach activities based on their paper "Multilevel power dynamics shaping employer anti-sexual harassment efforts in Lebanon" (Equality, Diversity and Inclusion, 2021). Here, too, the jury highlighted strategic engagement that translated research into actionable insights for diverse stakeholders.

**Questions** about the award, contact the awards coordinators: Maggie Cascadden [cascadde@ca](mailto:cascadde@ca) and Emilio Marti [marti@rsm.nl](mailto:marti@rsm.nl)

# CALL FOR SUBMISSIONS



SUBMIT

## Call for submissions

# SIM 2026 Professional Development Workshop: Call for Submissions

86th Academy of Management Annual Meeting | Philadelphia, PA, USA

Submission deadline: Tuesday, January 13, 2026 at 1700 ET (UTC-5/GMT-5)

We are looking forward to the high-quality, insightful, collaborative, and impactful PDWs for which the SIM community is well known. For 86th Academy of Management Annual Meeting (AOM 2026), PDWs will take place in Philadelphia, Pennsylvania, on Friday, July 31st through Sunday, August 2nd, 2026.

PDWs are among the most rewarding, stimulating, and enjoyable sessions of the AOM Annual Meeting. PDWs differ from the Academy's scholarly program and provide an opportunity for skill development and high-engagement participation, usually structured as workshops, breakout sessions, tutorials, discussion panels, research incubators, or other formats. PDWs are expected to be interactive, inclusive, provocative, and creative – providing a forum for exchanging ideas, sharing knowledge, and building relationships, and offering the opportunity to experiment with new models of interaction and engagement.

PDW organizers may choose to incorporate a broad spectrum of the issues announced and related to the [SIM Division domain](#). Priority will be given to proposals designed for wide engagement with SIMians to build capacity for generative multi- or interdisciplinary conversations, methods, understandings, and problem-solving, also with other divisions.

PDW proposals are sought in three Tracks: Research, Teaching, and Professional Development.

In the PDW proposals, please include the following sections, and see the [AOM PDW Submission Guidelines](#).

- 1. Research, Teaching, or Professional Development:** Please indicate which PDW Track the proposal fits into.

- 2. Participants' Names and Affiliations:** Please include a statement confirming the [AOM 3+3 Rule](#) for all participants.
- 3. Workshop Focus and Importance:** What is the focus of the proposed PDW and why is this important to SIM members? What specific SIM issues and topics does the PDW contribute to? Why might other AOM Divisions and Interest Groups be interested in the PDW?
- 4. Structure and Audience Engagement:** (a) How much time will this workshop take, and how will it be used? (b) How will the audience engage interactively during the PDW? (c) Who is the target audience?
- 5. 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?
- 6. Summary:** Please briefly highlight the expected key takeaways from the PDW.

### ***Recent examples of engaging SIM PDW proposal topics include:***

*Launching micro-communities to support impact scholarship; The craft of purpose research: Challenges, joys, and new ways of thinking; Lights, Camera, Action ... and Learning! Using High-Engagement Video Assignments in a Time of AI; and Artificial intelligence, ICT, and responsible management education.*

Please don't hesitate to reach out to this year's SIM PDW Chair, Jegoo Lee (Jegoo.Lee.AOM (AT) gmail.com), if you have any questions. Thank you!

## Call for submissions

# IABS Annual Conference

**Conference Theme: The Roads Not Taken: Exploring Overlooked Paths in Business and Society**

**Submission deadline: Friday, December 5, 2025**

We are pleased to invite your submissions for the 37th IABS Annual Conference. This year's theme, The Roads Not Taken, encourages you to challenge conventional wisdom, reflect on the overlooked, and explore the unexplored in the field of business and society. Inspired by Robert Frost's famous meditation on choice and possibility, we ask: What roads have we overlooked in our research, and how can we venture into unexplored territories?

*"Two roads  
diverged in a  
yellow wood,  
and sorry I could  
not travel both..."*

*(Robert Frost, The Road Not Taken, first published in 1915, Atlantic Monthly)*

Just as Frost's narrator contemplates the tension between choices and roads left untraveled, as scholars, we face moments of decision, navigating the vast landscape of research topics, theoretical frameworks, methodologies, collaborators, and more. Some of these choices are deliberate, others implicit.

Yet, each choice opens new possibility while closing off others. While some we regret, others leave us curious about what might have been. What have we missed in our work? How can we bridge the gap between overlooked issues and innovative responses? This conference theme invites you not merely to reflect on the paths we have not taken, but to imagine what lies beyond them, across the metaphorical bridge in a graphical theme. Let's envision what could be waiting for us on the other side and consider how we might approach these untapped opportunities with creativity and courage. As symbolized in our graphic theme, we seek submissions that forge links between the opportunities (and challenges) of the future and your thought-provoking viewpoints! What and how can we propose about untapped areas or emerging challenges across the bridge? Whether through the lens of technological disruptions like Generative A.I. and Quantum Computing, or the pressing realities of climate risk, demographic shifts, or social inequality, we call for work that reimagines the future of

business and society. While the conference theme invites us to reflect on historical, present, and future relationships between business and society, it is not required that all submissions relate specifically to this theme, as long as they are related to issues associated with the relationship between business and society.

We look forward to your contributions as we embark on this intellectual journey, and we invite you to join us in taking the road less traveled.

**For inquiries, please contact:**

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**Looking ahead:**  
the next issue will appear in **early 2026**. Please share your contributions with us.

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