Dear Readers:

With the 5th Newsletter, we are happy to inform you about the recent activities at the Institute of Organization and Administrative Science (IOU).

The members of our Institute continued to successfully contribute to international research in their respective fields of interest (see sections on Publications). This was acknowledged for example in the recently published “Handelsblatt” Ranking of Professors in Business Administration in Germany, Austria, and the German speaking part of Switzerland. In this ranking our Institute did fairly well (for more information, see p. 2). Another indicator was the evaluation of our Institute, which was completed this year. The IOU received very good evaluation results from the external evaluators, stating that the research at the Institute is internationally visible and highly relevant.

Prof. David Seidl, PhD, gave his inauguration speech at the University of Zurich about strategy research in organizations, pointing to the importance of looking at what strategists really do, an underresearched topic in strategy research. His main research direction is to advance the field of strategy-as-practice on which he has published in top-tier journals. In addition, he is one of the editors of the forthcoming Cambridge Handbook of Strategy-as-Practice and he was one of the convenors of a special track dealing with this stream of research, as well as a panellist on a panel dealing with this topic, both at the 2009 EGOS colloquium.

A paper by Prof. Dr. Andreas Georg Scherer and Prof. Dr. Guido Palazzo was listed as rank no. 9 of the Hot Papers in Economics & Business, ISI Web of Knowledge (SM) Essential Science Indicators (SM) (see section on Frequently Cited Papers). Their paper “Toward a Political Conception of Corporate Responsibility. Business and Society Seen From a Habermasian Perspective”, published in Academy of Management Review, deals with the new political role of organizations in a globalized society. It helped to open up a new field in Corporate Citizenship research. This resulted in the publication of the Handbook of Research on Global Corporate Citizenship, edited by Prof. Dr. Andreas Georg Scherer and Prof. Dr. Guido Palazzo and a special sub-theme on “The Business Firm as a Political Actor: A New Theory of the Firm for a Globalized World” at the 2009 EGOS colloquium in Barcelona.

From February to September 2009 Prof. Dr. Andreas Georg Scherer has been on sabbatical. He visited New York University to engage in research collaborations with colleagues on site and was invited as a guest researcher at Wharton School, University of Pennsylvania. During this time he received several research invitations and gave various speeches.

Our doctoral students and junior faculty members actively contributed to international scientific conferences. They prepared themselves for their academic careers by participating in summer schools and PhD or junior faculty workshops. Several members of the Institute acted as (co-)convenors or conference organizers (see sections on Summer Schools, on Conferences and on Convenorships).

And we were once again happy to host renowned scholars in their field of research as guest lecturers, research collaborators or workshop convenors. As guest lecturers we could welcome Prof. Anne Huff, PhD, Prof. Paul Shrivastava, PhD, and Prof. Bill McKinley, PhD (see sections on Guest Lectures and on Research and Teaching Invitations).

The members of the Institute successfully continued to collect research grants. All together, seven members of the institute received research grants for their projects.

Sincerely yours,

Prof. Dr. Andreas Georg Scherer
Director of the Institute

Zurich, September 2009
RESEARCH ACKNOWLEDGEMENTS OF THE IOU

RANKING OF PROFESSORS OF BUSINESS ADMINISTRATION OF THE GERMAN NEWSPAPER “HANDELSBLATT”

Our Institute and our Faculty did fairly well in the recently published ranking of Professors in Business Administration. The German Newspaper “Handelsblatt” published a ranking of Professors in Business Administration in Germany, Austria, and the German speaking part of Switzerland. In total, 2100 Professors were ranked.

Researches of our Institute were ranked as follows (accessed May 20, 2009):

**TOP 200 - Forschungsleistung seit 2005 [Research Achievements since 2005]:**

Andreas Georg Scherer - Rank 53
David Seidl - Rank 70

**TOP 200 - Lebenswerk [Lifework]:**

Andreas Georg Scherer - Rank 78

**TOP 100 - Professoren jünger als 40 Jahre [Professors younger than 40]:**

David Seidl - Rank 20
Rost Katja - Rank 77

**TOP 25 - Fakultäten für BWL [Top-Faculties for Business Administration] (accessed May 27, 2009):**

University of Zurich - Rank 4

RESEARCH IMPACT OF THE PROFESSORS OF THE IOU

In terms of impact the Professors of the IOU score as follows in the **Social Science Citation Index** (as of August 21, 2009):

<table>
<thead>
<tr>
<th>Name</th>
<th>Citations</th>
<th>Entries in the SSCI/ISI</th>
<th>Cited Articles published in</th>
</tr>
</thead>
<tbody>
<tr>
<td>Osterloh, M.</td>
<td>135</td>
<td>4</td>
<td>1x Organization Science, 1x Research Policy, 1x Journal of Management Inquiry, 1x Scandinavian Journal of Management.</td>
</tr>
<tr>
<td>Seidl, D.</td>
<td>58</td>
<td>8</td>
<td>1x Journal of Management Studies, 3x Organization, 3x Organization Studies, 1x Human Relations</td>
</tr>
</tbody>
</table>
FREQUENTLY CITED PAPERS OF THE IOU

Papers by members of the IOU are frequently cited in the Social Science Citation Index (ISI Web of Knowledge):


PUBLICATIONS

BOOKS AND EDITORSHIPS


**CONTRIBUTIONS TO BOOKS**


MAGAZINES AND OTHER MEDIA


STAFF NEWS

NEW STAFF

We would like to welcome to the new staff members joining the department of Prof. Dr. Andreas Georg Scherer:

Prof. William McKinley, PhD, Southern Illinois University Carbondale (Illinois, USA), Guest Lecturer from May 1 to May 31, 2009.

Prof. Paul Shrivastava, PhD, Bucknell University (Pennsylvania, USA), Guest Lecturer in November and December 2008.

We would also like to welcome to the new staff members joining the department of Prof. David Seidl, PhD:

Sara Blanco, Student Assistant, October 1, 2008.
Bora Ger, Research and Teaching Assistant, February 1, 2009.
Stéphane Guérard, Senior Research and Teaching Assistant, January 1, 2009.
Ivana Leiseder, Student Assistant, October 1, 2008.
Fabienne Liechti, Office Manager, April 1, 2009.
Violetta Splitter, Research and Teaching Assistant, August 1, 2009.
Alexandra Viet-Huong Lai, Research and Teaching Assistant, March 1, 2009.

We would also like to welcome to the new staff members joining the department of Prof. Dr. Margit Osterloh:

Lisa Elsasser, Secretary, May 1, 2009.

STAFF LEAVING THE INSTITUTE

We wish the following staff members leaving the department of Prof. David Seidl, PhD all the best and continued success with their careers:

Avieta Zgraggen, Office Manager, March 31, 2009.

We wish the following staff members leaving the department of Prof. Dr. Margit Osterloh all the best and continued success with their careers:

Verena Zehnder, Office Manager, April 30, 2009.

PROMOTIONS, HABILITATIONS, CALLS

Dorothée Baumann passed her doctorate exam in the spring term 2009 at the University of Zurich. The title of her dissertation: “Global Rules - Private Actors. The Role of the Multinational Corporation in Global Governance”.

AWARDS, HONOURS, APPOINTMENTS

Baumann, D. was named a 2009 Research Fellow of the Aspen Institute. She worked there from February till August 2009 on the project “Beyond Grey Pinstripes”, analyzing Business Schools and full-time MBA programs that are integrating issues of social and environmental stewardship into curricula and research.
Blaschke, S. / Schoeneborn, D. / Seidl, D. (2009), "Organizations as Networks of Communications: A Methodological Proposal", paper was nominated as finalist for the Best Interactive Paper Award of the OCIS Division at the Academy of Management Annual Meeting, Chicago (USA), August 7-11, 2009.

Rost, K. / Osterloh, M., "You Pay a Fee for Strong Beliefs: Homogeneity as a Driver of Corporate Governance Failure", paper received the Best Paper Award at the EURAM Annual Conference, Liverpool (England), May 11-14, 2009.

Scherer, A. G. was invited as a guest researcher working on "Corporate Governance, Corporate Citizenship, and Democracy" at the Wharton Ethics Program and the Department of Legal Studies and Business Ethics, Wharton School/University of Pennsylvania (USA), April 2009.

RESEARCH GRANTS

Haack, P. received a research grant from the Swiss National Science Foundation (SNF) for his participation at the 2009 Stanford Summer Institute in Political Psychology (SIPP), California (USA), July 12-31, 2009.

Inauen, E. received an additional project grant from the Ecoscientia Foundation for the project "Corporate Governance: What Can Stock Corporations Learn from Monasteries?”.

Käser, P. received a project grant from the Swiss National Science Foundation (SNF) for the project: "Interruptions, Knocking, and Urgency”. The project is based on laboratory studies conducted together with Prof. Dr. Urs Fischbacher from the University of Konstanz (Germany).

Rost, K. received an additional research grant from the Swiss National Science Foundation (SNF) for the research project: “Invisible Hand or Invisible Hand shake? The Impact of Market Forces and Market Power on Executive Compensation”.

Waibel, P. received a research grant from the Swiss National Science Foundation (SNF) for her dissertation project: “Business Opportunities in Activities of Multinational Corporations by Contributing to Private Sector Development in Rural Areas of Latin America: Serving the Base of the Pyramid through the Community Driven Development Approach”. As part of the project, she will conduct case studies in Chile, Costa Rica and Bolivia. She will work there together with an NGO that is active in those countries.

Wickert, C. received a research grant from the Swiss National Science Foundation (SNF) for his participation at the 13th Swiss Summer School 2009, Università della Svizzera Italiana, Lugano (Switzerland), August 14-28, 2009.

Zeitoun, H. received a research grant from the Swiss National Science Foundation (SNF) for the research project: “The Role of Top Management and the Employees’ Well-being – A Configurational Approach to Firm Governance”.

SUMMER SCHOOLS AND WORKSHOP PARTICIPATION

Haack, P. participated at the 2009 Stanford Summer Institute in Political Psychology (SIPP), California (USA), July 12-31, 2009. The SIPP is a three-week intensive training program that introduces graduate students, faculty members, and professionals to the field of political psychology scholarship. He therefore received a research grant from the Swiss National Science Foundation (SNF).

Haack, P. participates at the seminar of the Transnational Doctoral Academy on Corporate Responsibility. The Transatlantic Doctoral Academy on Corporate Responsibility brings together eight German and eight Canadian PhD students who are dealing with questions of corporate responsibility/ business ethics in their doctoral theses. The PhD students work in a series of seminars within the next two years in Germany and in Canada. This year, the seminar took place at the University of Montréal (Canada), January 19-24, 2009, and at the University of Kassel (Germany), October 12-17, 2009.

Haack, P. / Wickert C. participated at the PhD-Workshop at the DNWE (Deutsches Netzwerk Wirtschaftsethik) Annual Meeting, “CSR in der Wirtschaftskrise: Die Verantwortung der öffentlichen Akteure”, Bonn (Germany), April 24-25, 2009.
Homberg, F. and Schoeneborn, D. participated at the Junior Faculty Workshop at the 2009 EGOS Conference in Barcelona (Spain), July 2-4, 2009.


Wickert, C. participated at the 13th Swiss Summer School 2009, “Methods in the Social Sciences”, Università della Svizzera Italiana, Lugano (Switzerland), August 14-28, 2009. He receives funding from the Swiss National Science Foundation (SNF).

GUEST LECTURERS

Prof. Anne Huff, PhD, is the Founding Director of the Advanced Institute of Management Research (AIM). She was a former president of the Academy of Management and a well known researcher in her field of interest, publishing her research in many top journals. Her research interests focus on strategic change, both as a dynamic process of interaction among firms and as a cognitive process affected by the interaction of individuals over time.

Here in Zurich, she gave a Seminar on Designing Research for doctoral students based on her new book Designing Research for Scholarly Publication. The doctoral students could learn much about the paper writing process and were able to take advantage of the many insights from her long experience as a successful researcher.

Prof. William McKinley, PhD, is the Rehn Professor of Management at the Southern Illinois University at Carbondale, Illinois. His current research interests are, among others, in organization theory, restructuring and downsizing, and innovation. He is senior editor of Organization Studies and published articles for example in the Academy of Management Review and Administrative Science Quarterly.

During his visit in Zurich, he gave a Seminar in Business Policy and Strategy where he taught Master and Diploma Students from the University of Zurich how to identify and apply a corporate business strategy. He encouraged them to conduct research for their thesis on important Swiss industries. They had to combine the insights gained from their practical investigations with the theoretical concepts of the course and to present their research findings in class. He also gave a workshop for doctoral students on how to successfully publish research in top journals.

Prof. Paul Shrivastava, PhD, is the Howard I. Scott Chair and Professor of Management at Bucknell University, Pennsylvania, USA. He has published 15 books and over 100 articles in professional journals on sustainable strategic management and crisis management and served on the boards of 10 leading management journals.

He gave a joint Research Seminar in Corporate Social Responsibility and Sustainability for doctoral students at the University of Zurich and the ETH Zurich in November and December 2008. The students had the possibility to present their own research papers and to get qualified feedback from a leading scholar in his field of research. They also benefited from the practical experience of Prof. Shrivastava.

RESEARCH AND TEACHING INVITATIONS

04.05.2009, Dr. Steffen Blaschke (Universität Bamberg), “Wikis als Medien und Genres der Organisationskommunikation”.


IOU Newsletter          Director: Prof. Dr. Andreas Georg Scherer          Editor: Christian Vögtlin
Institute of Organization and Administrative Science, Universitätsstrasse 84, CH-8006 Zurich, www.ioush.ch
02.03.2009, Swaran Sandhu (Universität Luzern), “Unternehmenskommunikation: Neo-institutionalistische Perspektiven”.


04.05.2008, Prof. Dr. Dres. h.c Werner Kirsch (LMU München) „Der Blick von rechts oben. Über einige Grundlagenfragen der Theorie der strategischen Führung”.

PRESENTATIONS, LECTURES, AND CONVENORSHIPS

CONGRESSES, CONFERENCES, LECTURES (FOR EACH MEMBER OF THE IOU IN CHRONOLOGICAL ORDER)


Haack, P. / Wickert C. presented their dissertation projects at the Critical Management PhD Course at Lund University (Sweden), May 4-8, 2009.

Haack, P. / Wickert, C. participated at the 14th Fall Academy of Business Ethics, Weingarten (Germany), November 26-30, 2008.


Kaufmann, I. M., "Vertrauen und Neuroökonomie", presentation at the Ethikzentrum Zürich, Zurich (Switzerland), February 24, 2009.


Rost, K. / Osterloh, M., "You Pay a Fee for Strong Beliefs: Homogeneity as a Driver of Corporate Governance Failure", paper presented at the EURAM Annual Conference, Liverpool (England) (Best paper award), May 11-14, 2009.


Scherer, A. G., "Unternehmensethik und CSR: Herausforderungen für die Betriebswirtschafts-LEHRE", preconference presentation at the 71. Tagung des Verbands der Hochschullehrer für Betriebswirtschaft e.V., University of Erlangen-Nuremberg, Nuremberg (Germany), June 6, 2009.


Scherer, A. G., "The Role of Private Business in Global Governance: An Analysis of Corporate Citizenship Approaches of MNCs and SMEs Participating in the UN Global Compact", presentation at the University of Lugano (Switzerland), November 13, 2008.


Schoeneborn, D., “Knowledge in Organizations Operating at the Extreme: the Example of Terrorist Networks", presentation at the "Forschungskolloquium Soziologie", University of Lucerne (Switzerland), March 31, 2009.


Seidl, D., participated as speaker on the panel “Action Research and the Practice Turn”, at the 25th EGOS Colloquium 2009, Barcelona (Spain), July 2-4, 2009


Wickert, C. presented his research at the EBEN 2009 Research Conference at the Ben-Gurion University, Beer-Sheva (Israel), June 15-17, 2009.

Zeitoun, H. has been admitted to the Doctoral Workshop at the Strategic Management Society Conference 2009, Washington DC.

CONVENORSHIPS


STUDENT RESEARCH PAPERS

BACHELOR THESES, CHAIR OF PROF. DR. MARGIT OSTERLOH

Selection:

- Bürki, Olivia, "Wird Wasser zum blauen Gold? Wasser als Finanzinnovation".
- Faust, Victoria, "Vergleich einer zirkulären Organisation mit einer Genossenschaft".
- Frei, Christoph, "Corporate Governance: Auswirkungen eines hohen Schutzes vor dem Kapitalmarktdruck".
- Frener, Arlette, "Folgen der Mitwirkung in Unternehmen für die Mitarbeitenden".
- Friedli, Adrian, "Welchen Einfluss hat die Autonomie in einem Unternehmen auf den Erfolg und wie wird sie gewährleistet?".
• Keim, Fabian, "Service Level Agreements: Forschungsstand und Problemfelder".
• Killer, Maura, "Controlling für Innovationen: Ergebniskontrollen oder Steuerung über Verfahrensregeln".
• Kosbah, Marwan, "Folgen der Mitwirkung in Unternehmen für das Top-Management".
• Kuster, Rebekka, "Erlebnisse mit Offshoring bei Geberit - Eine Fallstudie".
• Schober, Monika, "Die Wertschöpfung von Akquisitionsstrategien".
• Strahm, Michael, "Warum Firmen zum Linux-Kernel beitragen".
• Stump, Karina, "The Governance of Firms with Distinct Employee Participation and High Protection against Hostile Takeovers".
• Stünzi, Robyn, "Wissenschaft und Amateure".
• Szabo, Sylvia, "Die Messung der Hybris-These für Akquisitionen - Methoden und Empirie".
• Zingg, Titus, "Outsourcing Review".

BACHELOR THESES, CHAIR OF PROF. DR. ANDREAS GEORG SCHERER

Selection:
• Egger, Abraham, "Transformationale Führung und CSR".
• Glanzmann, Jonathan, "Der Einfluss von neuen Informations- und Kommunikationstechnologien auf den Globalisierungsprozess in Afrika".
• Hutter, Evelyne, "Die Relevanz der Implementierung von Stakeholder in die Unternehmensstrategie: Ein Fallbeispiel der Firma ResponsAbility".
• Stettler, Roland, "Der Beitrag fernöstlicher Philosophien zur verantwortungsvollen Führung".

DIPLOMA, LICENTIATES' AND MASTER THESES, CHAIR OF PROF. DR. MARGIT OSTERLOH

• Baur, Jennifer Dominique, "Institutionen und Corporate Governance: Hat Kultur gemessen anhand der Religion einen Einfluss auf die Ausgestaltung der Führung und Kontrolle in Publikums-AGs".
• Businger, Simon, "Bestimmen spekulative Anleger die Trends an den Rohstoffmärkten?".
• Christen, Lukas, "Kundenvertrauen".
• Fellmann, Michèle, "Psychologische Ökonomik und die Banken- und Subprime-Krise: Erklären Expertenwissen und die Vergütung durch Aktienoptionen Fehlverhalten?".
• Fernandez, Michael, "Die Mitgliedschaft in exklusiven Clubs und ihre Folgen für die Karriere und Selbstselektion der Manager".
• Frei, Christina, "Institutionen und ihre Auswirkungen auf die Lebenserwartung der Menschen - aufgezeigt anhand von Benediktinerabteien".
• Kilchherr, Nadja, "Motivation Crowding-Out durch Pay-for-Performance: Haben Leistungslöhne eine Auswirkung auf die Zufriedenheit des Schweizer Topmanagements?".
• Luu, Quyen Dinh, "Folgen der Eigentumsverhältnisse und der Partizipation in Unternehmen für die Zufriedenheit der Mitarbeitenden".
• Madjdpour, Keyhan, "Pay Without Performance: Should Firms Go Back to Fixed Pay?".
• Marxen, Mirko, "Was ist Erfolg? Börsenkotierte Familienunternehmen im Vergleich zu Publikumsaktiengesellschaften".
• Matousek, Lea, "Wieso macht Werbung unglücklich? Zusammenhang zwischen subjektivem Wohlbefinden, kurzfristiger materieller Bedürfnisbefriedigung und Werbeausgaben".
• Meier, Bernhard, "Exit und Voice bei der Zusammenarbeit zwischen Unternehmen".
• Meyer, Jan, "Eignen sich Anreizkombinationen für eine Leistungssteigerung bei Mitarbeitern".
• Milone, Sergio, "Gibt es ein Prinzipal-Agenten Problem zwischen den Pensionskassen und den Versicherten?".
• Müller, Roger, "Zusammenhang zwischen Wirtschaftszyklen und Finanzinnovationen: am Beispiel des 5. Kondratieff-Zyklus und den strukturierten Produkten".
• Neophytou, Ioanna, "Unethisches Verhalten von Managern. Haben schulische und berufliche Institutionen einen Einfluss auf die Verhaltensbildung?".
• Rapp, Carolin, "Rankings - Hilfe oder Hürde?".
• Rigamonti, Filippo, "Corporate Governance, die Branche der Unternehmen und die Karrierewege des Top-Managements".
• Schlub, Jarbas, "Der Kunstmarkt zwischen Investment und Trend".
• Schmidt, Josef, "Empirische Analyse und Vergleich der Führungsstile in Klöstern und Unternehmen".
• Schneebeli, Patrick, "Vor- und Nachteile der Kommerzialisierung sportlicher Grossveranstaltungen am Beispiel der UEFA EURO 2008".
• Schober, Carolin, "Overestimation of one’s own capabilities/Overconfidence & Management: How can hubris be identified?".
• Schober, Monika, "Die Wertschöpfung von Akquisitionsstrategien".
• Schreiber, Roman, "Steigern Akquisitionsentscheidungen den Firmenwert?".
• Schwander, Matthias, "Corporate Governance, institutionelle Komplementaritäten und die Eigenschaften der Top Manager".
• Stajic, Branko, "Netzwerkexternalitäten in der Softwareproduktion".
• Stieger, Urs, "Ideenengenerierung und -bewertung als Basis für erfolgreiche Produktinnovationen: Umsetzungsmöglichkeiten dargestellt am Beispiel einer KMU".
• Strahm, Michael, "Warum Firmen zum Linux-Kernel beitragen".
• Stump, Karina, "The Governance of Firms with Distinct Employee Participation and High Protection against Hostile Takeovers".
• Stünzi, Robyn, "Wissenschaft und Amateure".
• Szabo, Sylvia, "Die Messung der Hybris-These für Akquisitionen - Methoden und Empirie".
• Tagmann, Linda, "Fahren in Führungspositionen - Risse in der gläsernen Decke".
• Trottman, Andreas, "Investitionsentscheidungen von Business Angels - eine empirische Analyse".
University of Zurich
IOU – Institute of Organization and Administrative Science

- von Stauffenberg, Christoph, "Stakeholder-Value versus Shareholder-Value: Börsenkotierter Familienunternehmen im Vergleich zu Publikums-AGs".
- Zwyssig, Boris, "Die internationale Bauindustrie: Durch M&A zum Erfolg?".

DIPLOMA, LICENTIATES’ AND MASTER THESES, CHAIR OF PROF. DR. ANDREAS GEORG SCHERER

- Albiez, Sascha, “Entwicklung eines theoretischen Modells zum Zusammenhang zwischen dem Naturverständnis von Unternehmen und damit einhergehenden Strategien”.
- Ettlin, Fabian, “Beurteilung von SMI-Unternehmen als politische Akteure”.
- Grassegger, Hannes, “Zertifikate für die Textilindustrie”.
- Jehle, Dominic, “Vom rationalen Opportunisten zum politischen Akteur: Unternehmerische Organisationsgestaltung zur Bewältigung von Ambiguität, kultureller Divergenz und ethnischer Multidimensionalität vor dem Hintergrund einer Herangehensweise nach Habermas”.
- Meier, Christoph, “Pluralismus im Stakeholder Management – Zwischen Vielfalt und Einheit. Eine multiparadigmatische Analyse”.
- Okonnek, Maximiliane, “CSR in Japan – eine historische und vergleichende Analyse”.
- Portmann, Roman, “Der Einfluss wahrgenommener sozialer und ökologischer Performance der Unternehmung auf das Commitment der Arbeitskräfte”.
- Schwerzmann, Samuel, “Entscheidungsbauem zum Beurteilen von Managementpositionen im Hinblick auf die Eignung für Teilzeitarbeit”.
- Tischhauser, Christian, “Pluralismus in den Theorien der Führung und ihr Betrag zu den Fragen gesellschaftlicher Verantwortung”.
- Yilmaz, Hilal, “Stress-Bewältigungstechniken für Manager: Eine empirische Untersuchung”.
- Yuval, Ehud, “Die Erweiterung des Organizational-Life-Cycle Ansatzes in der Stakeholder Theorie um eine Netzwerk-Perspektive”.