



## IOU NEWSLETTER No. 5, SEPTEMBER 2009

Dear Readers:

With the 5<sup>th</sup> 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):

Name	Citations	Entries in the SSCI/ISI	Cited Articles published in
Osterloh, M.	135	4	1x Organization Science, 1x Research Policy, 1x Journal of Management Inquiry, 1x Scandinavian Journal of Management.
Scherer, A. G.	101	14	4x Academy of Management Review, 2x Organization, 1x Organization Studies, 2x Journal of Business Ethics, 2x Business Ethics Quarterly, et al.
Seidl, D.	58	8	1x Journal of Management Studies, 3x Organization, 3x Organization Studies, 1x Human Relations



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FREQUENTLY CITED PAPERS OF THE IOU

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

Jarzabkowski, P. / Balogun, J. / **Seidl, D.** (2007), "Strategizing: The Challenges of a Practice Perspective", *Human Relations*, Vol. 60, pp. 5-27; **paper listed as rank no. 1 most frequently cited paper** of over 250 papers published in *Human Relations* since 2006 (ISI Web of Knowledge, accessed July, 18 2009).

**Osterloh, M.** / Frey, B. S. (2000), "Motivation, Knowledge Transfer, and Organizational Forms, *Organization Science*, Vol. 11, No. 5, pp. 538-550; **paper listed as rank no. 13 most frequently cited paper** of over 500 papers published in *Organization Science* since 2000 (ISI Web of Knowledge, accessed July, 18 2009).

Palazzo, G. / **Scherer, A. G.** (2006), "Corporate Legitimacy as Deliberation: A Communicative Framework", *Journal of Business Ethics*, Vol. 66, No. 1, pp. 71-88; **paper listed as rank no. 1 most frequently cited paper** of over 1000 papers published in *Journal of Business Ethics* since 2006 (ISI Web of Knowledge, accessed July, 18 2009).

**Scherer, A. G.** / Palazzo, G. (2007), "Toward a Political Conception of Corporate Responsibility. Business and Society Seen From a Habermasian Perspective", *Academy of Management Review*, Vol. 32, No. 4, pp. 1096-1120, **paper is listed as rank no. 9 of the Hot Papers in Economics & Business**, ISI Web of Knowledge (SM) Essential Science Indicators (SM) (ISI Web of Knowledge, accessed July, 18 2009).

**Scherer, A. G.** / Palazzo, G. (2007), "Toward a Political Conception of Corporate Responsibility. Business and Society Seen From a Habermasian Perspective", *Academy of Management Review*, Vol. 32, No. 4, pp. 1096-1120; **paper listed as rank no. 6 most frequently cited paper** of over 200 papers published in *Academy of Management Review* since 2007 (ISI Web of Knowledge, accessed July, 18 2009).

**Scherer, A. G.** / Palazzo, G. / **Baumann, D.** (2006), "Global Rules and Private Actors – Toward a New Role of the Transnational Corporation in Global Governance", *Business Ethics Quarterly*, Vol. 16 No. 4, pp. 505-532; **paper listed as rank no. 1 most frequently cited paper** of over 200 papers published in *Business Ethics Quarterly* since 2004 (ISI Web of Knowledge, accessed July, 18 2009).

## PUBLICATIONS

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### BOOKS AND EDITORSHIPS

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Brunsson, N. / Rasche, A. / **Seidl, D.** (Eds.) (in preparation), Special Issue on "Dynamics of Standardization", *Organization Studies*.

Golsorkhi, D. / Rouleau, L. / **Seidl, D.** / Vaara, E. (2009) (Eds.) (forthcoming), *Cambridge Handbook of Strategy-as-Practice*, Cambridge: Cambridge University Press.

Jarzabkowski, P. / Mohrman, S. / **Scherer, A. G.** (2010) (Guest Eds.) (in preparation), Special Issue on "Organization Studies as Applied Science. The Generation and Use of Academic Knowledge about Organizations", *Organization Studies*, Vol. 31.

Kirsch, W. / **Seidl, D.** / van Aaken, D. (in preparation), *Evolutionäre Organisationstheorie*.

Kirsch, W. / **Seidl, D.** / van Aaken, D. (2009), *Unternehmensführung. Eine evolutionäre Perspektive*, Stuttgart: Schäffer-Poeschel.

**Scherer, A. G.** / Kaufmann, I. M. / Patzer, M. (2009) (Eds.), *Methoden in der Betriebswirtschaftslehre*, Wiesbaden: Gabler Edition Wissenschaft.

**Scherer, A. G.** / Palazzo, G. / Matten D. (2009) (Guest Eds.), Special Issue on "The Changing Role of Business in a Global Society: New Challenges and Responsibilities", *Business Ethics Quarterly*, Vol. 19, No. 3.



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JOURNALS

- Guérard, S.** / Langley A. (2008). "Planning & Political Issues: Implementing the Quebec's Breast Cancer Screening Program", *Revue internationale de cas en gestion*, Vol. 6, No. 1 [in French].
- Heugens, P. / **Scherer, A. G.** (2010) (in preparation), "New Directions in Organization Theory", *Business Ethics Quarterly*, Vol. 20, 20th anniversary issue.
- Homberg, F. / Rost, K. / Osterloh, M.** (2009), "Do Synergies Exist in Related Acquisitions? - A Meta-Analysis of Acquisition Studies", *Review of Managerial Science*, Vol. 3, No. 2, pp. 75-116.
- Inauen, E.** / Frey B. S. (2010) (forthcoming), "Benediktinerabteien aus ökonomischer Sicht. Über die ausserordentliche Stabilität einer besonderen Institution, *Erbe und Auftrag*.
- Jarzabkowski, P. / Mohrman, S. / **Scherer, A. G.** (2010) (in preparation), "Organization Studies as Applied Science. The Generation and Use of Academic Knowledge about Organizations", *Organization Studies*, Vol. 31.
- Jarzabkowski, P. / **Seidl, D.** (2008), "The Role of Meetings in the Social Practice of Strategy", *Organization Studies*, Vol. 29, pp. 1391-1426.
- Osterloh, M.** (2009) (forthcoming), "Was hat die Finanzmarktkrise mit Rankings zu tun?", *Zeitschrift Führung und Organisation*.
- Osterloh, M. / Frey, B.S.** (2009), "Are More and Better Indicators the Solution? Comment to William Starbuck", *Scandinavian Journal of Management*, Vol. 25, No. 2, pp. 225-227.
- Osterloh, M. / Rost, K. / Madjdpour, K. P.** (2008), "Pay Without Performance: Legitimationskrise variabler Vergütungssysteme für das Management", *Forum Wirtschaftsethik*, Vol. 16, No. 4, pp. 28-41.
- Rost, K. / Inauen, E. / Osterloh, M. / Frey, B.S.** (2009) (forthcoming), "Corporate Governance: What Can Stock Corporations Learn from Monasteries?", *Journal of Management History*.
- Rost, K. / Osterloh, M.** (2009), "Managementfashion Pay-for-Performance for CEOs", *Schmalenbachs Business Review* (sbr), Vol. 61, No. 4, pp. 119-149.
- Rost, K. / Osterloh, M.** (2008), "Are Top Executives Paid Too Much? Determinants of Directors' Pay in Switzerland", *Corporate Board: Role, Duties and Composition*, Vol. 4, No. 2, pp. 7-23.
- Scherer, A. G. / Palazzo, G. / Matten D.** (2009), "Globalization as a Challenge for Business Responsibilities", *Business Ethics Quarterly*, Vol. 19, No. 3, pp. 327-347.
- Weibel, A. / **Rost, K. / Osterloh, M.** (2009) (forthcoming), "Pay for Performance for the Public Sector – Benefits and (Hidden) Costs", *Journal of Public Administration Research and Theory*.

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CONTRIBUTIONS TO BOOKS

- Denis, J.-L. / Lamothe, L. / Langley, A. / **Guérard, S.** (2008), "Réforme et gouverne en santé: L'attrait pour une managérialisation de l'action publique", in: Laborier, P. / Noreau, P. / Rioux, M. / Rocher, G. (Eds.), *Les réformes en santé et en justice*, Québec: Les presses de l'Université Laval, pp. 51-68.
- Kaufmann, I. M.** (2010) (forthcoming): Neuroökonomie, in: Assländer, M. S. (Ed.): *Handbuch Wirtschaftsethik*, Metzler: Stuttgart/Weimar.
- MacIntosh, R. / MacLean, D. / **Seidl, D.** (2009), "Unpacking the Effectivity Paradox of Strategy Workshops: Do Strategy Workshops Produce Strategic Change?", in: Golsorkhi, D. / Rouleau, L. / Seidl, D. / Vaara, E. (Eds.), *Cambridge Handbook of Strategy as Practice*, Cambridge: Cambridge University Press.
- Mohe, M. / **Seidl, D.** (2009) (in press), "Systemic Concepts of Intervention", in: Buono, A. / Poulfelt, F. (Eds.), *Client-Consultant Collaboration*, Greenwich: Information Age Publishing.
- Mohe, M. / **Seidl, D.** (2008), "Möglichkeiten der Steuerung des Beraters durch den Klienten", in: Bamberger, I. (Ed.), *Strategische Unternehmensberatung. Konzeptionen, Prozesse, Methoden*, 6th edition, Wiesbaden: Gabler, pp. 251-274.



**Osterloh, M.** (2008), "Braucht es einen 'Code of Conduct' für die Wissenschaften?", in: Magerl, G. / Schmidinger, H. (Eds.), *Ethos und Integrität in der Wissenschaft*, Tagungsband des Österreichischen Wissenschaftstages 2008, Wien/Köln/Weimar: Böhlau Verlag, pp. 124-134.

**Osterloh, M.** / Frey, B.S. (2009) (forthcoming), "Das Peer Review System auf dem ökonomischen Prüfstand", in: Kaube, J. (Ed.), *Lebenslügen der Wissenschaftspolitik*, Klaus Wagenbach Verlag, Berlin.

**Osterloh, M.** / Frey, B.S. / **Zeitoun, H.** (2009) (forthcoming), "Corporate Governance as an Institution to Overcome Social Dilemmas", in: Brink, A. (Ed.), *Corporate Governance and Business Ethics*.

**Osterloh, M.** / **Luethi, R.** (2009), "Gemeingüter und Innovationen", in: Helfrich, S. / Heinrich-Böll-Stiftung (Eds.), *Wem gehört die Welt?*, oekom Verlag, München, pp. 118-125.

**Osterloh, M.** / Weibel, A. (2009), "The Governance of Explorative Knowledge Production", in: Foss, N.J. / Michailova, S. (Eds.), *Knowledge Governance*, Oxford University Press, Oxford, pp. 138-165.

Palazzo, G. / **Scherer, A. G.** (2010) (in preparation), "The UN Global Compact as an Organizational Learning Tool", in: Rasche, A. / Kell, G. (Eds.), *The United Nations Global Compact. Achievements, Trends and Challenges*, Cambridge (UK): Cambridge University Press.

Palazzo, G. / **Scherer, A. G.** (2009) (forthcoming), "Entfesselung und Eingrenzung - Konsequenzen einer global entfesselten ökonomischen Vernunft für die soziale Verantwortung der Unternehmung", in: Breuer, M. / Mastronardi, P. / Waxenberger, B. (Eds.), *Markt, Mensch und Freiheit. Wirtschaftsethik in der Auseinandersetzung*, Bern: Haupt.

**Rost, K.** / **Osterloh, M.** (2009), "Expert Knowledge and Gender as Drivers of Forecast Errors", in: *Boards and governance 2009*, EURAM Annual Conference Best Paper Proceeding, pp. 155-186.

**Rost, K.** / **Osterloh, M.** (2008), "Managementfashion Pay-for-Performance", in: Vartiainen, M. / Antoni, C. Baeten, X. / Hakonen, N. / Lucas, R. / Thierry, T. (Eds.), *Reward Management – Facts and Trends in Europe*, Papst, pp. 139-163.

**Scherer, A. G.** (2009) (forthcoming), "Die Multinationale Unternehmung als politischer Akteur in der globalisierten Welt", in: Beschorner, T. / Brink, A. / Schumann, O. (Eds.), *Unternehmensethik. Forschungsperspektiven zur Verhältnisbestimmung von Unternehmen und Gesellschaft*, Marburg: Metropolis Verlag.

**Scherer, A. G.** (2009), "Critical Theory and its Contribution to Critical Management Studies", in: Alvesson, M. / Willmott, H. / Bridgman, T. (Eds.), *The Oxford Handbook of Critical Management Studies*, Oxford: Oxford University Press, pp. 29-51.

**Scherer, A. G.** (2008), "Die politische Verantwortung globalisierter Unternehmen. Bemerkungen zum wirtschaftsliberalen Trennungsmodell", in: Kersting, W. (Ed.), *Moral und Kapital*, Paderborn: mentis-Verlag, pp. 107-127.

**Scherer, A. G.** / **Butz, A.** (2008), „Internationales Management und gesellschaftliche Verantwortung im Zeitalter der Globalisierung“, in: Oesterle, M.-J. / Schmid, S. (Eds.), *Internationales Management als Wissenschaft*, Stuttgart: Schäffer-Poeschel, pp. 731-759.

**Scherer, A. G.** / Palazzo, G. / **Butz, A.** (2009) (forthcoming), "Die politische Rolle der Unternehmung in der globalisierten Welt: Ein Plädoyer zu einem Paradigmenwechsel", in: Moser, R. (Ed.), *Tagungsband Wissenschaftliche Kommission Internationales Management*, Wiesbaden: Gabler Edition Wissenschaft.

**Scherer, A. G.** / **Patzer, M.** (2010) (forthcoming), "Beyond Universalism and Relativism: Habermas' Contribution to Intercultural Ethics and its Implications for Organization Theory", in: Tsoukas, H. / Chia, R. (Eds.), *Research in the Sociology of Organizations. Special Volume on Philosophy and Organization Theory*, New York: Elsevier Press.

**Scherer, A. G.** / **Patzer, M.** (2010) (forthcoming), "Corporate Social Responsibility", in: Assländer, M. S. (Ed.), *Handbuch Wirtschaftsethik*, Stuttgart: J. B. Metzler.

**Seidl, D.** (forthcoming), "Productive Misunderstandings Between Organisation Science and Organisation Practice: The Science-Practice Relation from the Perspective of Niklas Luhmann's Theory of Autopoietic Systems", in: Magalhaes, R. / Sanchez, R. (Eds.), *Autopoiesis in Organization Theory and Practice*, Advanced Series in Management. Amsterdam: Elsevier.



**Seidl, D.** / Kirsch, W. / van Aaken, D. (2009), "Zur Methodologie der technologischen Forschung in der Betriebswirtschaftslehre", in: Scherer, A. / Kaufmann, I. / Patzer, M. (Eds.), *Methoden in der Betriebswirtschaftslehre*, Wiesbaden: Gabler Edition Wissenschaft, pp.47-69.

**Seidl, D.** / van Aaken, D. (2008), "Anticipating Critique and Occasional Reason: Modes of Reasoning in the Face of a Radically Open Future", in: Costanzo, L. / MacKay, B. (Eds.), *The Handbook of Research on Strategy and Foresight*, Cheltenham: Edward Elgar, pp. 48-65.

**Vögtlin, C.** (2010) (forthcoming), "Ethical Leadership" and "Psychological Empowerment", Contributions to the Leadership Chapter in: Wankel, C. (Ed.), *Management Through Collaboration: Teaming in a Networked World*, New York: Routledge.

**Waibel, P.** (2008), "CSR-Berichterstattung", in: Christen Jakob, M. / von Passavant, C. (Eds.), *Corporate Social Responsibility - Impulse für kleine und mittlere Unternehmen*, Frauenfeld: Verlag Huber, pp. 149-172.

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MAGAZINES AND OTHER MEDIA

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Gradl, C. / **Waibel, P.** (2009), "Entwicklungsländer bergen für Unternehmen Wachstumspotential", in: *io new management*, 2009, No. 6, pp. 50-53.

Frey, B.S / **Rost, K.** (2009), "Scientific Rankings: Quantity or Quality", VOX Policy Portal, <http://VoxEU.org>.

Frey, B.S. / **Rost, K.** (2008), "Put it to the Board", *The CESifo Newsletter*, Vol. 2443, Münchener Gesellschaft zur Förderung der Wirtschaftswissenschaft, <http://www.cesifo-group.de/> cesifo/newsletter/2443\_Econ Rankings.htm.

**Inauen, E. / Rost, K. / Osterloh, M.** / Frey, B.S. (2008), "Mönche als Manager – wie Benediktiner die Wirtschaftskrise verhindern würden", Kulturplatz, SF1, July 30, 2008.

Mohe, M. / **Seidl, D.** (2008), "Wieso scheitern Beratungsprojekte? Eine kritische Analyse", *Wirtschaftswissenschaftliches Studium* Vol. 37, pp. 419-424.

**Osterloh, M.** / Frey, B.S. (2009), "Fixlöhne als Alternative zu Boni und ausgeklügelten Anreizsystemen", in: *Neue Zürcher Zeitung*, March 13, 2009, p. 25.

**Osterloh, M.** (2008), "Frauen haben bessere Prognosen geliefert.", in: *Neue Zürcher Zeitung am Sonntag*, Dezember 28, 2008.

**Osterloh, M. / Rost, K.** (2008), "Pay for Performance für CEOs: Leistungskontrolle oder -sabotage?", in: *personal manager* (Zeitschrift für Human Resources), Vol. 2008(6), pp. 42-44.

**Osterloh, M. / Rost, K.** (2008), "Zu hohe Managersaläre", in: *Unimagazin* (Die Zeitschrift der Universität Zürich), Vol. 17, No. 2, p. 7.

**Rost, K. / Osterloh, M.** (2009), "Diversity-Management - Vom Aussterben bedroht", in: *CompetenceSite*, <http://www.competence-site.de/>, January 21, 2009.

**Rost, K. / Osterloh, M.** (2008), "Vom Aussterben bedroht: Sozial- und Naturwissenschaften im Verwaltungsrat und Management", in: *GoldwynReport* (eCom-Executive), <http://www.goldwynreports.com/?p=884>, Dezember 9, 2008.

**Scherer, A. G. / Palazzo, G. / Leist, A.** (2009), "Ein Testfall für den Wissenschaftsstandort. Die Aufregung um den Wirtschaftsethiker Ulrich Thielemann", in: *Neue Zürcher Zeitung*, May 13, 2009 (109. Jg.), p. 16.



# University of Zurich

## IOU – Institute of Organization and Administrative Science

### 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.



# University of Zurich

## IOU – Institute of Organization and Administrative Science

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.

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### 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 Handshake? 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".

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### 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.



# University of Zurich

## IOU – Institute of Organization and Administrative Science

**Homberg, F. and Schoeneborn, D.** participated at the *Junior Faculty Workshop* at the 2009 EGOS Conference in Barcelona (Spain), July 2-4, 2009.

**Lai, A. and Schoeneborn, D.** participated at the *International Summer School "On the Logic of Self-Reinforcing Processes in Organizations, Networks, and Markets"*, Free University of Berlin (Germany), July 13-17, 2009.

**Schoeneborn, D.** participated at the *Habilitanden/Post-Doc-Workshop* at the *Annual Meeting of the VHB WK ORG (Wissenschaftliche Kommission Organisation)*, TU Berlin, (Germany), February 25- 27, 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).

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### 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.

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### RESEARCH AND TEACHING INVITATIONS

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

27.04.2009, Ansgar Thiessen (Université de Fribourg), "Krisenmanagement in der Mediengesellschaft. Eine Einführung in die Kommunikation von Organisationen in Krisen".



02.03.2009, Swaran Sandhu (Universität Luzern), "Unternehmenskommunikation: Neo-institutionalistische Perspektiven".

15.12.2008, Prof. Dr. Alexander T. Nicolai (Universität Oldenburg), "Verhältnis von Theorie und Praxis: Konsequenzen für die Praxis".

11.11.2008, Dr. Georg Trautnitz, (Universität Bamberg): "Verantwortung oder Interesse? Zur Rolle der internationalen Unternehmen beim Aufbau einer globalen Rahmenordnung".

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

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

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**Baumann, D. / Scherer A. G.**, "MNEs and the UN Global Compact: An Empirical Analysis of the Implementation of Corporate Citizenship", paper presented at the *Academy of Management Annual Meeting*, Chicago (USA), August 7-11, 2009.

**Gerholz, K.-H. / Butz, A.**, "Design Change Processes at Universities – A Simulation & Reflection Activity", invited lecture at the EdLab Teacher College, Columbia University, N.Y. (USA), August 12, 2009.

**Butz, A.**, "Corruption and Corporate Governance", paper presented at the *Academy of Management Annual Meeting*, Chicago (USA), August 7-11, 2009.

**Butz, A. / Gerholz, K.-H.**, "Providing Business Ethics Education - Within and Beyond Neoclassical Thinking", paper presented at the *Academy of Management Annual Meeting*, Chicago (USA), August 7-11, 2009.

**Butz, A. / Haack, P. / Vögtlin, C.** participated at the *5th Constance Academy of Business Ethics*, "Business Ethics and Compliance", Constance (Germany), September 29-30, 2008.

**Haack, P.**, "Adding a Deliberative Variant to Neo-Institutionalism: Is it Worth the Trouble?", paper presented at the Second Meeting of the *Transatlantic Doctoral Academy on Corporate Responsibility* in Kassel (Germany), October 12-17, 2009.

**Haack, P. / Schoeneborn, D. / Wickert, C.**, "Exploring an Unexpected Love Story of Business and Society Logics: A Case Study on the Equator Principles' Standard in International Project Finance", paper presented at the *25th EGOS Colloquium 2009*, Barcelona (Spain), July 2-4, 2009.

**Haack, P.**, "The Communicative Construction of Corporate Legitimacy: The Case of the UN Global Compact", paper presented at the Doctoral Consortium of the *Reputation Institute's 13th International Conference on Corporate Reputation, Brand, Identity and Competitiveness* in Amsterdam (The Netherlands), May 28, 2009.

**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.

**Homberg, F. / Rost, K. / Osterloh, M.**, "Do Synergies Exist in Related Acquisitions? – A Meta-Analysis of Acquisition Studies", paper presented at the *META-Analysis of Economics Research Workshop & Colloquium (MAER)*, Corvallis (USA), October 2-3, 2009.

**Homberg, F. / Rost, K. / Osterloh, M.**, "Do Synergies Exist in Related Acquisitions? – A Meta-Analysis of Acquisition Studies", paper presented at the *Academy of Management Annual Meeting*, Chicago (USA), August 7-11, 2009.

**Homberg, F. / Rost, K. / Osterloh, M.**, "Do Synergies Exist in Related Acquisitions? – A Meta-Analysis of Acquisition Studies", paper presented at the *71. Jahrestagung des Verbands der Hochschullehrer für Betriebswirtschaft e.V.*, Nuremberg (Germany), June 3–6, 2009.



**Homberg, F. / Rost, K. / Osterloh, M.**, "Do Synergies Exist in Related Acquisitions? – A Meta-Analysis of Acquisition Studies", paper presented at the *European Public Choice Society*, Athens (Greece), April 2-5, 2009.

**Homberg, F. / Rost, K. / Osterloh, M.**, "Do Synergies Exist in Related Acquisitions? – A Meta-Analysis of Acquisition Studies", paper presented at the *33. Workshop der Kommission Organisation*, Berlin (Germany), February 25-27, 2009.

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

**Matusall, S. / Kaufmann, I. M. / Christen, M.**, "Disciplinary Dynamics in Emerging Social Neurosciences and Neuroeconomics", paper presented at the *Science, Technology and Society Conference*, Washington (USA), March 28-29, 2009.

**Lai, A. / Breitsohl, H.**, "Establishing and Maintaining Hegemony Through Path Creation and Vice Versa", paper presented at the *25<sup>th</sup> EGOS Conference*, Barcelona (Spain), July 2-4, 2009.

**Osterloh, M. / Frey, B.S. / Homberg, F.**, "Performance Evaluation and Pay for Performance: Does it Really Motivate Public Officials?", paper presented at the *Academy of Management Annual Meeting*, Chicago (USA), August 7-11, 2009.

**Rost, K. / Osterloh, M.**, "Unhappy Talents – Overcompensation and CEO's Happiness", paper presented at the *29th Annual International Conference of the Strategic Management Society*, Washington, DC (USA), October 11-14, 2009.

**Brandes, L. / Rost, K.**, "How Media Make People Buy Stocks: Market Homogeneity and Bubbles", paper presented at the *84th Annual Conference of Western Economic Association International*, Vancouver (Canada), June 29-July 3, 2009.

**Rost, K. / Inauen, E. / Osterloh, M. / Frey, B.S.**, "Corporate Governance: What can stock corporations learn from monasteries?", paper presented at *Governing Good and Governing Well - The First Global Dialogue on Ethical and Effective Governance*, Amsterdam (Netherlands), May 28-30, 2009.

**Rost, K. / Inauen, E. / Osterloh, M.**, "Grotesquely Immoral? - Contrarian Views of CEO Remuneration Depending on Religion", *Beyond Basic Questions 2*, Zurich (Switzerland), May 22-23, 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.

**Rost, K. / Osterloh, M.**, "Are Executives Rewarded for Performance or for Entrenchment?", paper presented at the *European Public Choice Society*, Athens, Greece, April 2-5, 2009.

**Rost, K. / Inauen, E. / Osterloh, M. / Frey, B.S.**, "Corporate Governance: What can Stock Corporations Learn from Monasteries?", paper presented at the *33. Workshop der Kommission Organisation*, Berlin (Germany), February 25-27, 2009.

**Rost, K. / Inauen, E. / Osterloh, M. / Frey, B.S.**, "Corporate Governance: What can Stock Corporations Learn from Monasteries?", paper presented at the *2nd Conference on the Political Economy of International Organizations*, Geneva (Switzerland), January 29-31, 2009.

**Scherer, A. G.**, "Was kann Ethics Education in der BWL leisten? Thesen zur Business Ethics Education in der BWL", invited speech at the *2nd Ethics Education Workshop*, LMU München, Munich (Germany), June 26-27, 2009.

**Scherer, A. G.**, "Public Rules and Private Authority: The New Political Role of Business in Global Governance", invited presentation at the *Second Bergamo-Wharton Joint Conference on Business Ethics, "Markets, Consent, and the Firm"*, University of Bergamo (Italy), June 22, 2009.

**Scherer, A. G.**, "Unternehmensethik und Betriebswirtschaftslehre: Status quo und weitere Schritte", 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.**, "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.** / Palazzo, G., "The New Political Role of Global Business Firms: A Paradigm Shift in Corporate Social Responsibility", paper presentation at the *71. Tagung des Verbands der Hochschullehrer für Betriebswirtschaft e.V.*, General Theme: „Management von Dienstleistungen“, University of Erlangen-Nuremberg, Nuremberg (Germany), June 6, 2009.

**Scherer, A. G.**, "Die Rolle der privaten Unternehmung in der Global Governance. Konsequenzen für Kommunikation, Legitimität und Demokratie", invited speech at the *IPMZ – Institut für Publizistik und Medienforschung der Universität Zürich*, Zürich (Switzerland), May 11, 2009.

**Scherer, A. G. / Baumann, D.**, "The Role of Private Business in Global Governance. The Implementation of the UNGC at Swiss MNCs", presentation at the *United Nations Global Compact Office*, New York City (USA), April 22, 2009.

**Scherer, A. G.**, "The New Political Role of Business in a Globalized World: A Paradigm Shift in CSR and its Implications for the Firm, Governance, and Democracy", invited lecture at the Wharton Ethics Program and the Department of Legal Studies and Business Ethics, *Wharton School/University of Pennsylvania (USA)*, April 14, 2009.

**Scherer, A. G.**, "The New Political Role of Business in a Globalized World – A Call for a Paradigm Shift in CSR and the Theory of the Firm", lecture given in the *Paduano Seminar of Business Ethics at Stern School of Business*, New York University (USA), February 26, 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.

Blaschke, S. / **Schoeneborn, D.** / **Seidl, D.**, "Organizations as Networks of Communications: A Methodological Proposal", paper presented at the *Academy of Management Annual Meeting*, Chicago (USA), August 7-11, 2009.

**Schoeneborn, D.** / **Haack, P.** / **Scherer A. G.**, "How Terrorist Organizations Transcend their Inherent Improbability: A Communication Perspective on the Organizational Dimension of Terrorism", paper presented at the *25th EGOS Colloquium 2009*, Barcelona (Spain), July 2-4, 2009.

**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.

Blaschke, S. / **Schoeneborn, D.** / **Seidl, D.**, "Studying Organizations as Networks of Communications: A Methodological Proposal", paper presented at the *Annual Meeting of the VHB WK ORG (Wissenschaftliche Kommission Organisation)*, TU Berlin (Germany), February 25- 27, 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

**Seidl, D.** / Sanderson, P., "Applying 'Comply-or-Explain': Conformance with Codes of Corporate Governance in the UK and Germany", paper presented at the *6th Critical Management Studies Conference*, University of Warwick (UK), July 13-15, 2009.

Sanderson, P. / **Seidl, D.** / Krieger, B. / Roberts, J., "How Flexible is Flexible Regulation? Applying the Comply-or-Explain Principle in the UK and Germany", *7th International Conference on Corporate Governance* on "Corporate Governance: Managing Risk in a Changing World", June 29, 2009.

**Seidl, D.** / Sanderson, P., "Applying 'Comply-or-Explain': Conformance with Codes of Corporate Governance in the UK and Germany", paper presented at the *Governance Symposium*, Cambridge University (UK), June 26, 2009.

Sanderson, P. / **Seidl, D.** / Krieger, B. / Roberts, J., "How Flexible is Flexible Regulation? Applying the Comply-or-Explain Principle in the UK and Germany", *Symposium on Reflexive Governance*, Centre for Business Research, Cambridge University (UK), June 24-25, 2009.



**Seidl, D.** / Jarzabkowski, P., "The Role of Meetings in the Practice of Strategy", paper presented at the SCANCOR Conference, Stanford University (USA), November 21-23, 2008.

**Seidl, D.**, "On the Relation Between Organizational Science and Organizational Practice: James March and Niklas Luhmann", paper presented at the SCANCOR Conference, Stanford University (USA), November 21-23, 2008.

**Vögtlin, C.**, "Responsible Leadership as Presupposition of Successful Stakeholder Management", paper presented at the Academy of Management Annual Meeting, Chicago (USA), August 7-11, 2009.

**Vögtlin, C. / Patzer, M.**, "Responsible Leadership: A Research Agenda", paper presented at the 25<sup>th</sup> EGOS Conference 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.

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#### CONVENORSHIPS

Al-Amoudi, I. / Hendry, J. / Roberts, J. / **Seidl, D.** (workshop convenors), "Critical Perspectives on Corporate Governance", sub-theme at the 6th Critical management Studies Conference, University of Warwick (UK), July 13-15, 2009.

Brunsson, N. / Rasche, A. / **Seidl, D.** (workshop convenors), "The Social Dynamics of Standardization", sub-theme 13 at the 25th EGOS Colloquium 2009, Barcelona (Spain), July 2-4, 2009.

Haase, M. / Löhr, A. / Rasche, A. / **Scherer, A. G.** (co-organizer), „Arbeitsgruppe Unternehmensexthik und Betriebswirtschaftslehre“ [Task Force Business Ethics and Business Administration], Preconference Workshop 71. Tagung des Verbands der Hochschullehrer für Betriebswirtschaft e.V., [71st Annual Conference of the German Academic Association for Business Research], University of Erlangen-Nuremberg, Nuremberg (Germany), June 3, 2009.

**Scherer, A. G.** / Palazzo, G. / Matten D. (workshop convenors), "The Role of Leadership, Responsibility, and Ethics in a Globalized World: Behavioral Issues of Implementing CSR", sub-theme proposal accepted for the 26th EGOS Colloquium 2010, Lisbon (Portugal), June 28 - July 3, 2010.

**Scherer, A. G.** / Palazzo, G. / Matten, D. (workshop convenors), "The Business Firm as a Political Actor: A New Theory of the Firm for a Globalized World", sub-theme 20 at the 25th EGOS Colloquium 2009, Barcelona (Spain), July 2-4, 2009.

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#### STUDENT RESEARCH PAPERS

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##### 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, "Erfahrungen 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-Theorie für Akquisitionen - Methoden und Empirie".
- Zingg, Titus, "Outsourcing Review".

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

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*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".

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

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- 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".



- Majdpoor , 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, "Ideeengenerierung 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, "Frauen in Führungspositionen - Risse in der gläsernen Decke".
- Trottmann, Andreas, "Investitionsentscheidungen von Business Angels - eine empirische Analyse".



- 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?".

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

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- 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".
- Maibach, Pierina, "Der United Nations Global Compact als Instrument zur Förderung von Corporate Social Responsibility Massnahmen".
- 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, "Entscheidungsbaum zum Beurteilen von Managementpositionen im Hinblick auf die Eignung für Teilzeitarbeit".
- Tischhauser, Christian, "Pluralismus in den Theorien der Führung und ihr Beitrag 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".