



# University of Zurich

Institute for Organization and Administrative Science

IOU, Winterthurerstrasse 92, CH-8006 Zürich, [www.iou.unizh.ch](http://www.iou.unizh.ch)

## **IOU-NEWSLETTER NO. 2, APRIL 2006**

Dear Readers:

Since the publication of our first newsletter we have continued our efforts in high quality teaching and research. Two doctoral students have completed their studies or published their work. First, **Boris Ricken** has published his doctoral dissertation at Rainer Hampp Verlag. This monograph is about the development of managerial instruments for the analysis of informal organizational structures. **Jens Michael Alt** has completed his doctoral dissertation *summa cum laude*. His dissertation monograph on organizational structures and interdependence in auditing firms will be published at Rainer Hampp Verlag.

We have also extended our efforts to contribute to international conferences and refereed journals. In the area of Corporate Social Responsibility (CSR), **Andreas Georg Scherer** is continuing his collaboration with Guido Palazzo (University Lausanne). They have made several contributions to international conferences and have two papers forthcoming, one at *Business Ethics Quarterly* and the other at *Journal of Business Ethics*. One additional manuscript was a finalist for the international best paper award at the Academy of Management 2005 conference, and has now been accepted for publication at *Academy of Management Review*. Recently, Scherer and Palazzo also signed an editorial contract with Edward Elgar Publishers to publish a *Handbook of Research on Corporate Citizenship*.

In Organization Theory, Andreas Scherer and J.-C. Spender (Cranfield Univ.) are co-editing a special issue of the journal ORGANIZATION on Philosophical Foundations of Knowledge Management. This issue is due to appear in early 2007. Together with Paula Jarzabkowski (Aston Business School) and Susan Mohrman (Univ. of Southern California), Andreas Scherer will also convene the 2007 Organization Studies Summer Workshop on "Organization Studies as Applied Science: The Generation and Use of Academic Knowledge." At the same time an *Organization Studies* call for papers for a special issue will be launched.

At the chair of **Margit Osterloh** three areas have been intensified. First Margit Osterloh accepted the highly prestigious call for being a permanent member of the Wissenschaftsrat (German Science Council). Second, Margit Osterloh and her team are continuing to build their international research collaborations. Margit Osterloh has spoken recently at several conferences that bridge economics and management, and members of her team have written articles with German, English, and Dutch researchers. The team also has convened tracks at both the EGOS and AOM conferences.

Third, Margit Osterloh's chair has further expanded its focus on empirical studies. Two empirical dissertations are being completed this spring. In addition, **Katja Rost** has conducted a seminar on methods of social research. The results of this seminar have led to a research collaboration with the team of Bruno Frey on compensation of executives. Furthermore, **Antoinette Weibel** and Katja Rost cooperated with the SIB (Höhere Fachschule Zürich) to conduct a vignette study on the influence of the organizational context on employees' motivation and on voluntary work behaviors.

The next IOU-Newsletter will be published at the end of Summer Semester 2006.

Sincerely yours,

Zurich, April 2006

Prof. Dr. Andreas Georg Scherer

Director of Institute



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## PUBLICATIONS

### BOOKS AND PUBLISHINGS

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Jarzabkowski, P. / Mohrman, S. / **Scherer, A. G.** (Guest Eds.) (in preparation), Organization Studies as Applied Science. The Generation and Use of Academic Knowledge about Organizations, in: Organization Studies (call for papers in preparation, deadline for paper submission September 2007).

Mellewigt, T. / Hoetker, G. / **Weibel, A.** (Guest Eds) (2006), Governing Interorganizational Relationships. Balancing Formal Governance Mechanisms and Trust, in: Management Review, 17 (1).

**Osterloh, M. / Frost, J.** (2006), Prozessmanagement als Kernkompetenz, 5th revised Edition, Wiesbaden: Gabler.

**Osterloh, M. / Weibel, A.** (forthcoming), Investition Vertrauen. Prozesse der Vertrauensentwicklung in Organisationen, Wiesbaden: Gabler.

**Ricken, B.** (2005), Entwicklung eines Instruments zur Analyse und Steuerung informaler Strukturen, München, Mering: Rainer Hampp.

**Scherer, A. G. / Palazzo, G.** (Eds.) (in preparation), Handbook of Research on Corporate Citizenship, Cheltenham, UK: Edward Elgar.

**Scherer, A. G. / Spender, J.-C.** (Guest Eds.) (2007), The Philosophical Foundations of Knowledge Management. Consequences for Organization Theory and Practice, in: Organization, 14 (1), (forthcoming).

### JOURNALS

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Frey, B. S. / **Osterloh, M.** (2005), Yes, Managers should be paid like Bureaucrats, in: Journal of Management Inquiry, 14 (1), pg 96-111.

**Osterloh, M. / Frey, B. S.** (2005), Corporate Governance. Eine Principal-Agenten-Beziehung, Teamproduktion oder ein Soziales Dilemma?, in: Managementforschung, Institutionen-Ökonomik als Managementlehre?, 15, pg 333-365.

**Osterloh, M. / Frey, B. S.** (2006), Corporate Governance for Knowledge Production. Theoretical Foundations and Practical Implications, in: Corporate Ownership and Control, 2 (4) (forthcoming).

Palazzo, G. / **Scherer, A. G.** (2006), Corporate Legitimacy as Deliberation. A Communicative Framework, in: Journal of Business Ethics (forthcoming).

**Rost, K.** (2006), Der Einfluss von Erfindernetzwerken auf die Relevanz von Patenten, in: Schmalenbachs Zeitschrift für betriebswirtschaftliche Forschung (forthcoming).

**Scherer, A. G. / Palazzo, G.** (conditionally accepted for publication), Towards a Political Conception of Corporate Responsibility. Business and Society Seen from a Habermasian Perspective, in: Academy of Management Review.

**Scherer, A. G. / Palazzo, G. / Baumann, D.** (2006), Global Rules and Private Actors. Towards a New Role of the TNC in Global Governance, in: Business Ethics Quarterly, 16 (forthcoming).

Van Heerden, D. / **Baumann, D.** (2005), Die nachhaltige Verankerung von Arbeitsrechtsstandards in der Herstellung von Fussballprodukten. Ein Projekt der Fair Labor Association, in: Forum Wirtschaftsethik 13, pg 16-23.

**von Wartburg, I. / Teichert, T. / Rost, K.** (2005), Inventive Progress Measured by Multi-Stage Patent Citation Analysis, in: Research Policy, 34 (10), pg 1591-1607.



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**von Wartburg, I. / Teichert, T. / Rost, K.** (2006), Shaping Social Structure in Virtual Communities of Practice, in: *Journal of Learning and Change* (forthcoming).

**Weibel, A. / Bernhard, U.** (2006), Verdienen Top-Manager zu viel? Turniertheorie und Gerechtigkeitstheorie im Widerspruch, in: *Zeitschrift für Organisation* (zfo) (forthcoming).

## CONTRIBUTIONS TO BOOKS

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Büchel, B. / Teichert, T. / **Rost, K.** (2005), Netzwerkanwendungen und Soziales Kapital in der Betriebswirtschaftslehre, in: Serdült, U. (Ed.), *Zürcher Politik- und Evaluationsstudien* 3, pg 55-70.

**Osterloh, M.** (2006), Human Resources Management and Knowledge Creation, in: Nonaka, I. / Kazuo, I. (Eds.), *Handbook of Knowledge Management*, Oxford: Oxford University Press (forthcoming).

**Osterloh, M.** (2006), Managing Motivation, in: Lueck, Wolfgang (Ed.), *Lexikon der Betriebswirtschaft*, 6th revised Edition, München: Oldenbourg (forthcoming).

**Osterloh, M.** (2006), Unternehmenstheorien, in: Köhler, R. / Küpper, H.-U. / Pfingsten, A. (Eds.), *Handwörterbuch der Betriebswirtschaft (HWB)*, 6th Edition, Stuttgart: Schäffer-Poeschel (forthcoming).

**Osterloh, M. / Weibel, A.** (2006), Vertrauensmanagement im Unternehmen. Grundlagen und Fallbeispiele, in: Piwinger, M. / Zerfass, A. (Eds.), *Handbuch Unternehmenskommunikation*, Wiesbaden: Gabler (forthcoming).

**Osterloh, M. / Rota, S. / Lüthi, R.** (2006), Collective Invention als neues Innovationsmodell?, in: Drossou, O. / Krempel, S. / Poltermann, A. (Eds.), *Die wunderbare Wissensvermehrung. Wie Open Innovation unsere Welt revolutioniert*, Hannover: Heise, pg 65-76.

**Rost, K. / Teichert, T.** (2006), Netzeffekte in Pre- und Postadoption am Beispiel einer Kommunikations-Dienstleistung, in: Täube, V. / Franzen, A. (Eds.), *Aspekte der Innovation und Diffusion*, BSF Arbeitspapiere, pg 35-54.

**Scheidegger, N. / Osterloh, M.** (2005), Karriere und Geschlecht. Eine netzwerktheoretische Analyse, in: Funder, M. / Dörhöfer, S. / Rauch, Ch. (Eds.), *Jenseits der Geschlechterdifferenz? Geschlechterverhältnisse in der Informations- und Wissensgesellschaft*, München: Rainer Hampp, pg 123-137.

**Scheidegger, N. / Osterloh, M.** (2005), Organisation und Geschlecht. Eine Netzwerkperspektive. Welche Netzwerkstruktur fördert die Karrieremobilität?, in: Krell, G. (Ed.), *Betriebswirtschaftslehre und Gender Studies. Analysen aus Organisation, Personal, Marketing und Controlling*, Wiesbaden: Gabler, pg 139-156.

**Scherer, A. G.** (2005), Modes of Explanation in Organization Theory, in: Tsoukas, H. / Knudsen, Ch. (Eds.), *The Oxford Handbook of Organizational Theory*, Oxford: Oxford University Press, pg 310-344.

**Scherer, A. G.** (2006), Corporate Citizenship und globale Verantwortung der Multinationalen Unternehmung. Überlegungen aus Sicht einer internationalen Unternehmensethik, in: Reder, M. / Wallacher, J. (Eds.), *Unternehmensethik im Spannungsfeld der Kulturen und Religionen*, Stuttgart: Kohlhammer (forthcoming).

**Scherer, A. G.** (2006), Kritik der Organisation oder Organisation der Kritik? Wissenschaftstheoretische Bemerkungen zum kritischen Umgang mit Organisationstheorien, in: Kieser, A. (Ed.), *Organisationstheorien*, 6th revised Edition, Stuttgart: Kohlhammer (forthcoming).

**Scherer, A. G. / Baumann, D.** (2006), Corporate Citizenship. Herausforderung für die Unternehmenskommunikation, in: Piwinger, M. / Zerfass, A. (Eds.), *Handbuch Unternehmenskommunikation*, Wiesbaden: Gabler (forthcoming).

**Scherer, A. G. / Baumann, D.** (forthcoming), The Role of the TNC in the Process of Legalization. Insights from Economics and Business Management, in: Brütsch, Ch. / Lehmkuhl, D. (Eds.), *Hard, Soft and Private Legalities. The Increase, Variation and Differentiation of Law-like Arrangements in International Relations*, Oxford: Routledge.

**Scherer, A. G. / Butz, A.** (2006), Internationalization School, in: Clegg, S. / Bailey, J. (Eds.), *International Encyclopedia of Organization Studies*, London: Sage (forthcoming).



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**Scherer, A. G. / Palazzo, G. / Baumann, D.** (2006), Global Public Rules and Citizenship Rights. A New Responsibility of Private Business Firms?, in: Holzinger, M. / Richter, K. (Eds.), Corporate Ethics and Corporate Governance, Münster: LIT Verlag (forthcoming).

**Scherer, A. G. / Patzer, M.** (2006), Paradigms, in: Clegg, S. / Bailey, J. (Eds.), International Encyclopedia of Organization Studies, London: Sage (forthcoming).

**von Wartburg, I. / Teichert, T. / Rost, K.** (2006), Shaping Social Structure in Virtual Communities of Practice, in: Coakes, E. / Clarke, S. (Eds.), Encyclopedia of Communities of Practice and Knowledge Management (forthcoming).

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## WORKING PAPERS

**Bastian, D.** (2005), Systematisierung und Beurteilung sozialwissenschaftlicher Perspektiven. Objektivismus vs. Subjektivismus. Available at: <https://www.unizh.ch/iou/orga/ssl-dir/wiki/index.php/Main/WorkingPapers>.

Lettl, Ch. / **Rost, K. / von Wartburg, I.** (2005), Technological Merit of User Invention. Achieving Impact by Exploitation.

**Luethi, R.** (2005), Betrachtungen über Fallstudien in den Sozialwissenschaften und anderswo. Available at: <https://www.unizh.ch/iou/orga/ssl-dir/wiki/index.php/Main/WorkingPapers>.

**Luethi, R.** (2005), High Cost to Low Cost and Back? The Threat of Regulation to Low Cost Software Production. Available at: <https://www.unizh.ch/iou/orga/ssl-dir/wiki/index.php/Main/WorkingPapers>.

**Osterloh, M. / Frey, B. S.** (2005), Shareholders Should Welcome Employees as Directors. Available at: [http://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=655202](http://papers.ssrn.com/sol3/papers.cfm?abstract_id=655202).

**Rost, K. / Gemünden, H. G. / Hözle, K.** (2006), Management von Skalen- oder Scope-Effekten? Die Qual der Wahl des richtigen informalen Organisationsdesigns in Innovationsprozessen.

**Rost, K. / Teichert, T.** (2005), The NIH Syndrome revisited. Existence, Contingencies and Effects.

**Rost, K. / Weibel, A.** (2006), Die U-Kurve im Innovationsmanagement auf dem Prüfstand.

**von Wartburg, I. / Teichert, T. / Rost, K.** (2005), Knowledge Creation in Virtual Communities of Practice.

**Weibel, A. / Hatzakis, T. / Skinner, D. / Searle, R.** (2005), Understanding Inter-organizational Relationships through Multiple Lenses.

**Weibel, A. / Rost, K.** (2005), Kontextbezogene Mitarbeiterleistung. Organisatorische Steuerung durch Arbeitsplatzgestaltung und Management by Objectives.

**Weibel, A. / Rost, K. / Osterloh, M.** (2006), Disziplinierung der Agenten oder Crowding-out? Gewollte und ungewollte Anreizwirkungen von Leistungslöhnen.

**Weibel, A. / Rost, K. / Osterloh, M. / Lehmann, R.** (2006), Governing Knowledge-Sharing Behavior.

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## POPULAR MAGAZINES & OTHER MEDIA

**Osterloh, M. / Rost, K.** (2005), Eignet sich Pay for Performance im Gesundheitswesen?, in: H-Competence 2005, November, pg 9-12.

**Osterloh, M.** (2005-2006), columns in FACTS, ISSN 1422-9986:

- Baby Blues, in: FACTS, 2006, March 23, pg 61.
- Stimmt ihr Lohn, in: FACTS, 2006, February 23, pg 53.
- Freude herrscht, in: FACTS, 2006, January 19, pg 53.
- In die höhere Klasse, in: FACTS, 2005, December 15, pg 61.
- Blindes Vertrauen?, in: FACTS, 2005, November 17, pg 60.



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- Besser als Bonus, in: FACTS, 2005, October 20, pg 63.
- Auf die Schulbank!, in: FACTS, 2005, September 15, pg 56.
- Verordnetes Denken, in: FACTS, 2005, August 18, pg 51.
- Rationale Attentäter, in: FACTS, 2005, July 21, pg 53.
- Freiwillig zur Arbeit, in: FACTS, 2005, June 29, pg 57.

**Rost, K.** (2005), Managergehälter in der Schweiz, preliminary report for the "Stiftung Ecoscientia".

**Weibel, A. / Bastian, D. / Lehmann, R.** (2005), Motivation, Fairness and Organizational Citizenship Behavior, preliminary report for the "Schweiz. Nationalfonds".

## STAFF NEWS

### NEW STAFF

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We would like to extend our welcome to the new members of staff joining the chair of Prof. Scherer:

**Prisca Carballeda-Baer**, 01.07.2005

**Andreas Butz**, 01.09.2005

**Moritz Patzer**, 01.10.2005

We would like to extend our welcome to the new members of staff joining the chair of Prof. Osterloh:

**Isabelle Wräse**, 01.02.2005 (temporary lecturer and external doctoral student)

### STAFF LEAVING THE INSTITUTE

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We wish the following members of staff leaving the chair of Prof. Scherer all the best and continued success with their careers:

**Silvia Hirschi-Dumore**, 31.07.2005

**Boris Ricken**, 31.08.2005

**Jens Michael Alt**, 31.12.2005

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

**Elena Folini**, 30.06.2005

**Bernhard Kuster**, 31.08.2005

### PROMOTIONS, HABILITATIONS, CALLS

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**Jens Michael Alt** (**Prof. Dr. Andreas Georg Scherer** and **Prof. Dr. Margit Osterloh**) passed his doctorate exam in the winter term 2005/2006 at the Univ. of Zurich. Title of his dissertation: Organisationswandel und Unabhängigkeit in Professional Service Firms. Eine konfigurationstheoretische Analyse der Organisationsstrukturen und Anreizwirkungen unter besonderer Berücksichtigung des Fallbeispiels Arthur Andersen.

Julia Roloff (Prof. Dr. Albert Löhr and **Prof. Dr. Andreas Georg Scherer**) passed her doctorate exam in the summer term 2005 at the IHI-Zittau. Title of her dissertation: Sozialer Wandel. Auf dem Weg zu einem deliberativen Ansatz. Die neue Rolle von global aktiven Unternehmungen in sich entwickelnden Gesellschaften.

**Prof. Dr. Jetta Frost** accepted a call to serve as the Chair for Organization and Management (Organisation und Unternehmensführung) at the University of Hamburg, Germany.



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## **TEACHING**

### **SEMESTER PAPERS**

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#### Semester papers, Chair of Prof. Osterloh, in total: 23, Selection:

- Alpiger, Daniel on the subject of "Innovation in Netzwerken. Gefahren und Chancen kooperativer Verbunde"
- Brugger, Reto on the subject of "Whistle-Blowing als Ausprägung Positiver Deviance. Ein Prozessmodell der Entscheidungsfindung"
- Kaufmann, Andrea on the subject of "Die Rolle von weichen Managementpraktiken und ihr Einfluss auf das Verhalten der Survivors eines Downsizings"
- Kujawski, Dominik on the subject of "Profitiert die Geschäftsleitung von Gewinnsteigerungen in Schweizer Versicherungen mehr als ihre Aktionäre?"
- Küng, Oliver on the subject of "Explorative Analyse. Lead-User Identifikation mittels Patentrecherche"
- Letter, Monika on the subject of "Der Zusammenhang zwischen Unternehmensperformance und Managementvergütung"
- Roth, Simeon on the subject of "Einflüsse und Veränderungen der Motivation durch eine bewegte Firmengeschichte am Beispiel von Mettler-Toledo"
- Siegwart, Jan on the subject of "Besonderheiten der Exportförderung zu Gunsten grösserer Schweizer KMU"

#### Semester papers, Chair of Prof. Scherer, in total: 17, Selection:

- Fehr, Roger on the subject of "Teamarbeit in Professional Service Firms. Probleme und Ansätze zu deren Lösung"
- Inauen, Alice on the subject of "Informale Organisationsstrukturen. Praktikabilität der Netzwerkanalyse bei Problemen mit dem Informationsfluss"
- Jörg, Aline on the subject of "Korruptionsbekämpfung als globales öffentliches Gut"
- Kaufmann, Ina-Maria on the subject of "Determinismus, Willensfreiheit und Verantwortung. Die Konsequenzen der aktuellen neurowissenschaftlichen Forschung für die BWL"
- Kesseli, Yvonne on the subject of "Holcim und der Global Compact. Analyse des Unternehmensumfeldes seit dem Beitritt"
- Kiowski, Peter on the subject of "Der Patient im Fokus. Möglichkeiten und Grenzen eines zielgruppenspezifischen Krankenhausmanagements öffentlicher und privater Spitäler"
- Matzeik, Max on the subject of "Entwicklung eines ethischen Konzepts zur Minimierung operationeller Risiken am Beispiel der Zürcher Kantonalbank".
- Olnhoff, Sarah on the subject of "Strategiewandel der UBS. Das UBS Leadership Institute als Instrument für Wissenstransfer und Change Management"
- Vonmoos, Matthias on the subject of "Determinanten regionaler Integration in Entwicklungsländern. Ein Modell"
- Weber, Manuel on the subject of "Novartis und der Global Compact. Analyse des Unternehmensumfeldes seit dem Beitritt"



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## DIPLOMA & LICENTIATE'S THESES

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### Diploma and Licentiate's theses, Chair of Prof. Osterloh<sup>1</sup>, in total: 9

- \*Howald, Daniel on the subject of "Managerentlohnung in der Schweiz"
- Coco, Claudia on the subject of "Vertrauen und Kontrolle in Unternehmen"
- Deriu, Claudio on the subject of "Portfolio persönlicher Netzwerkbeziehungen von Managern und Managerinnen"
- Gantenbein, Tanja on the subject of "Nutzen von Datenbank-Systemen für das Wissensmanagement"
- Gast, Claudia on the subject of "Motivationswirkungen vom MBO-Systemen"
- Jucker, Michèle on the subject of "Anreize im betrieblichen Vorschlagswesen"
- Junker, Christian on the subject of "Partizipation in Open Source Projekten"
- Kistner, Ralph on the subject of "Modularisierung in Open Source Projekten"
- Stang, Leander on the subject of "Der Fall Toyota. Erfolg durch interorganisationales Wissensmanagement?"

### Diploma and Licentiate's theses, Chair of Prof. Scherer<sup>2</sup>, in total: 9

- \*Holderegger, Stefan on the subject of "Die Geeignetheit von Frameworks für die Lösung praktischer Probleme und die Produktion wissenschaftlicher Erkenntnisse"
- Bolliger, Mike on the subject of "Socially Responsible Investments. Eine vergleichende Performance-Studie des nachhaltigen Aktienuniversums bei der Zürcher Kantonalbank"
- Brennwald, Michael on the subject of "Die Vertragsausgestaltung für Senkenprojekte innerhalb des Mechanismus für umweltverträgliche Entwicklung. Eine ökonomische Analyse von Anreizstrukturen und die Ausgestaltung von Haftungsregeln zur Einschränkung opportunistischen Verhaltens"
- Frank, Donat on the subject of "Organisationales Lernen in Wirtschaftsprüfungsgesellschaften als Folge der Bilanzskandale der vergangenen Jahre"
- Honegger, Claudia on the subject of "Die Wirksamkeit der Balanced Scorecard als strategisches Steuerungsinstrument im Krankenhaus. Eine Analyse am Beispiel von zwei Schweizer Spitätern"
- Monard, Michèle on the subject of "Ökonomisierung im Gesundheitswesen. Eine Analyse der Möglichkeiten und Grenzen der Effizienz- und Marktorientierung in Schweizer Spitätern"
- Schürch, Martin on the subject of "The Influence of Extrinsic Incentives on Intrinsic Motivation"
- Stocker, Lukas on the subject of "Der Wandel der Partnerstrukturen in Professional Service Firms. Eine Analyse der neuen Rolle des Partners und deren Auswirkungen auf die Unabhängigkeit am Beispiel der Wirtschaftsprüfungsgesellschaften"
- Teichmann, Rebecca on the subject of "Bankkundengeheimnis und Unternehmensethik. Die Rolle der Schweizer Banken zwischen Gewinninteresse und politischer Verantwortung"

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<sup>1</sup> Diploma and Licentiate's theses with a mark of 5.5 and above are indicated with an \*.

<sup>2</sup> See footnote 1.



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## AWARDS, HONOURS, APPOINTMENTS

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**Prof. Dr. Andreas Georg Scherer** acts as a permanent reviewer for the Commission "Organisation" of the "Verband der Hochschullehrer für BWL" (Association of University Professors of Management).

**Prof. Dr. Andreas Georg Scherer** has been elected as president of the Kommission "Wissenschaftstheorie" (Commission Philosophy of Science) of the "Verband der Hochschullehrer für BWL" (Association of University Professors of Management). The incumbency begins in June/July 2006.

**Prof. Dr. Andreas Georg Scherer** is member of the Editorial Board of the journal ORGANIZATION (as of January 2006).

**Prof. Dr. Andreas Georg Scherer** was elected member of the Ethics Commission of the University of Zurich (Ethikkommission) as of March 1, 2006 – Feb. 29, 2008.

**Prof. Dr. Margit Osterloh** accepted a call to serve on the highly prestigious Wissenschaftsrat (German Science Council).

**von Dungen, T.** acted as a reviewer for The European Academy of Management Annual Conference (EURAM) 2005, May 4-7, Munich, Germany.

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## QUALITY ASSURANCE

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**Alt, J. M. / Bastian, D. / Lehmann, R. / Lüthi, R. / Patzer, M. / Scheidegger, N. / von Dungen, T.** are participants of the Program „Teaching Skills“, Arbeitsstelle für Hochschuldidaktik (AfH), University of Zurich, ST 2005.

**Bastian, D. / Lehmann, R.** participated at the colloquium "Structural Equation Modelling. Advanced Applications" with Prof. Dr. P. Schmidt, University of Zurich, ST 2005.

**Rost, K.** participated at the colloquium "Discussing with colleagues", ETH Zurich, SS 2005 and "Scientific writing", ETH Zurich, ST 2005.

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## OTHER BUSINESS

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### CONTRIBUTIONS TO CONFERENCES

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**Lüthi, R.** lectures on the subject of "High Cost to Low Cost and Back? The Threat of Regulation to Low Cost Software Production", paper presented at EURAM 2005, May 4-7, Munich, Germany.

**Osterloh, M. / Frey B. S.** lectures on "Corporate Governance for Knowledge Production. Theoretical Foundations and Practical Implications" at the LINK-Konferenz 2005, November 30 – December 2, Copenhagen, Denmark.

**Osterloh, M. / Frey B. S.** lecture on "Knowledge Management and Corporate Governance", Contribution to the Strategic Management Society 2005, October 23-26, Orlando, Florida USA.

**Osterloh, M. / Frey B. S.** lecture on "Shareholders Should Welcome Employees as Directors", Contribution to the International Conference on Corporate Governance 2005, July 4, Birmingham, Great Britain.

**Osterloh, M. / Frey B. S.** lecture on "Shareholders Should Welcome Employees as Directors" at the EGOS 2005, June 29 – July 3, Berlin, Germany.

**Osterloh, M.** lectures on "Corporate Social Responsibility. Das Personalmanagement zwischen den Stühlen der Share- und Stakeholder" at the DGFP Kongress 2005, June 9-10, Wiesbaden, Germany.

**Osterloh, M.** lectures on "Kompetenz und Einzigartigkeit", Contribution to the 5th Zukunftsforum, Arbeit – Lernen – Innovation 2005, April 14-15, Berlin, Germany.



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**Osterloh, M.** lectures on “Shareholders Should Welcome Employees as Directors” at the ISNIE 2005, September 22-24, Barcelona, Spain.

Palazzo, G. / **Scherer, A. G.** paper “Corporate Legitimacy as Deliberation: A Political Framework”, accepted for presentation at the 2006 Annual Meeting of the Academy of Management (CMS interest group), August 14, 2006 Atlanta, USA.

Palazzo, G. / **Scherer, A. G.** presented the paper “Organizational Legitimacy as a Form of Deliberation: Towards a New Political Role of the Business Firm”, at the Orgakomm\_2006 workshop (“Kommission Organisation im Verband der Hochschullehrer für BWL”), Technical University of Chemnitz, February 23-24, 2006, Germany.

**Rost, K.** / Lettl, Ch. / **von Wartburg, I.** lecture on “Technological Merit of User Invention. Achieving Impact by Local or Distant Search?” at the User Innovation Workshop 2005, August 15, MIT Boston, Massachusetts USA.

**Rost, K.** / Lettl, Ch. / **von Wartburg, I.** lecture on “Technological Merit of User Invention. Achieving Impact by Local or Distant Search” at the TIM-Tagung 2005, October 27-28, Erfurt, Germany.

**Rost, K.** / Teichert, T. presented the paper “The NIH Syndrome revisited. Existence, Contingencies and Effects”, at the R&D Management Conference 2005, July 6-8, Pisa, Italy.

**Rost, K.** / **Weibel, A.** lecture on “Why do people cooperate in groups?”, Contribution to the colloquium of Prof. Dr. B. Frey et al. 2006, January 26-27, University of Zurich, Switzerland.

**Rost, K.** lectures on “Patentrelevanz und Netzwerkeinbettung”, Contribution to the HUI-Seminar 2005, April 28-29, Gottlieben, Switzerland.

**Rost, K.** lectures on “Sozialstruktur und Innovationserfolg” at the Frühjahrstagung der Sektion Modellbildung und Simulation 2005, March 11-12, Bundesamt für Statistik, Neuchâtel, Switzerland.

**Scherer, A. G.** / Palazzo, G. paper „Towards a New Political Role of Business in a Globalized World – A Review and Research Agenda”, accepted for presentation at workshop #1, Standing Working Group 1: “Comparative Study of Economic Organizations: Beyond the National Business System? The Multi-Level Interaction of Economic Actors and Institutions”, 22nd EGOS Colloquium 2006, July 6-8, 2006, Bergen, Norway.

**Scherer, A. G.** lectures on “Corporate Citizenship zwischen lokaler, nationaler und globaler Verantwortung: Überlegungen aus der Sicht einer internationalen Unternehmensethik”, at the Ludwigshafener Gesprächen, Forum Interkulturelles Zusammenleben Rhein-Nekar, Unternehmensethik im Spannungsfeld der Kulturen und Religionen, Heinrich-Pesch-Haus, November 10/11, 2005, Ludwigshafen, Germany.

**Scherer, A. G.** / McKinley, W. presented the paper “Globalization Critics vs. Postmodernized Free Trade Theory: Implications for Multinational Enterprises”, at the KIM 2006 workshop (“Kommission Internationales Management im Verband der Hochschullehrer für BWL”), University of Bremen, February 17-18, 2006, Germany.

**Scherer, A. G.** / Palazzo, G. / **Baumann, D.** presented the paper “Global Rules and Private Actors. Towards a New Role of the TNC in the Global Governance” at the KIM workshop 2006, February 17-18 (Kommission Internationales Management im Verband der Hochschullehrer für BWL), University of Bremen, Germany.

**Scherer, A. G.** lectures on “Herausforderungen der Globalisierung. Die gesellschaftliche und politische Rolle der multinationalen Unternehmen”, at the sneep-Kongress 2005: Die globalisierte Freiheit. Herausforderungen der Globalisierung für die Unternehmensethik, November 25, Hamburg, Germany.

**Scherer, A. G.** lectures on “Die Multinationale Unternehmung als politischer Akteur in der globalisierten Welt”, at the ZiF-Nachwuchsnetzwerk, Zentrum für interdisziplinäre Forschung, December 9/10, 2005, Bielefeld, Germany.

**Scherer, A. G.** “Varianten der Diskursethik und deren Beitrag zur Lösung des philosophischen Grundlagenstreits zwischen Universalismus und Relativismus in der Bioethik”, contribution to the workshop „Zur Möglichkeit einer Kulturübergreifenden Bioethik“, Centre for Ethics, University of Zurich, 2006, March 31, Switzerland.



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Van Heerden, A. / **Baumann, D.** (2005), The Expiration of the Multi-Fibre Arrangement (MFA) and its Consequences for Global Labor Standards. Available at: <http://www.fairlabor.org/2005report/mfa/index.html>.

**von Dungen, T. / Alt, J. M. /** Allemendinger, S. presented the paper “Organizational Change in Professional Service Firms. The Effects of Performance-Based Incentive Systems on Team Production” at the European Group for Organizational Studies (EGOS) Colloquium 2005, June 30 – July 3, Berlin, Germany.

**von Dungen, T.** presented the paper “Team Production and Incentive Systems in Professional Service Firms” at the Vinzl Foundation Colloquium 2005, October 8-10, Zurich, Switzerland.

**Weibel, A.** lectures on “Formal Control and Trustworthiness. Never the Twain Shall Meet?” at the Academy of Management 2005, August 5-10, Honolulu, Hawaii USA.

**Weibel, A.** lectures on “Formal Control and Trustworthiness. Never the Twain Shall Meet?” at the Kommisionstagung der Kommission für Organisation 2006, February 23-24, Chemnitz, Germany.

**Weibel, A.** lectures on “Trust and Formal Contracts in Interorganizational Relationships. Substitutes and Complements?” at the Academy of Management 2005, August 5-10, Honolulu, Hawaii USA.

**Weibel, A.** lectures on “Understanding Inter-organizational Relationships through Multiple Lenses” at EGOS 2005, June 29 – July 3, Berlin, Germany.

**Weibel, A.** lectures on “Understanding Interorganizational Relationships through Multiple Lenses”, Contribution to the EIASM Third Workshop on Trust Within and Between Organizations 2005, October 27-28, Amsterdam, Netherlands.

## CONVENORSHIPS

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Jarzabkowski, P. / Mohrman, S. / **Scherer, A. G.** (conference organizers), “Organization Studies as Applied Science. The Generation and Use of Academic Knowledge about Organizations”, Organization Studies summer workshop 2007, June 7-9, Crete, Greece.

Matten, D. / Sharfman, M. P. / Barkema, H. G. / Crane, A. / Gabriel, Y. / Heugens, P. / O’Leary-Kelly, A. / Mitroff, I. / van Oosterhout, J. H. / Reynolds, S. J. / Rupp, D. E. / Ryan, L. V. / **Scherer, A. G. /** Siegel, D. / Stowall, J. F. / Sundaramurthy, C. / Trevino, L. K., “Learn From Experts About Publishing Social Issues Research in Top General Management Journals”, PDW Workshop at the 2006 Annual Meeting of the Academy of Management (SIM division), Atlanta (GA), USA, Aug 13, 2006, Coordinators: Matten, D. / Sharfman, M. P.

**Weibel, A. /** Bijlsma, K. were Co-Convenors at the subject “Exploring the Coexistence of Trust and Control. Sparring Partners or Winning Team?” at the Academy of Management Conference 2005 (OMT, OB und MOC), August 5-10, Honolulu, Hawaii USA.

**Weibel, A. /** Child, J. / Möllering, G. were Co-Convenors at the subject “Relationship Maintenance. Between Exit and Excellence” at EGOS Colloquium 2005, June 30 – July 2, Berlin, Germany.

**Weibel, A. /** Skinner, D. / Gillespie, N. / Hatzakis, T. were Co-Convenors at the subject “Rebuilding and Repairing Trust in Organizational Contexts” at EIASM Third Workshop on Trust Within and Between Organizations 2005, October 27-28, Amsterdam.

## SUMMER SCHOOLS

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**Butz, A.** participated at the Swiss Program for Beginning Doctoral Students in Economics, Study Center Gerzensee, Course in Microeconomics 2006.



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## RESEARCH INVITATIONS

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**Alt, J.** gave various lectures on the subject of "Allgemeine Betriebswirtschaftslehre" at the University of Applied Science for Business and Administration Zurich (HWZ), Neuhausen, Switzerland, 2005, April 22. June 17.

**Bastian, D.** lectures on the subject of "Structural Equation Modeling" at a workshop for doctoral students at the University of St. Gallen, Switzerland, 2005, June 14.

**Lüthi, R.** lectures on the subject of "Welcome to the Jungle. Free and Open Source Software Communities", guest lecture at the ETH Zurich, Switzerland, 2005, November 8.

**Osterloh, M.** lectures on "Corporate Governance for Knowledge Production" at a workshop for doctoral students at the University of Pisa, Italy, 2006, March 27- 28.

**Osterloh, M.** lectures on the subject "Managerlöhne. Fördern Leistungslöhne die Leistung?" at the Vereinigung Basler Ökonomen 2005, November 17.

**Rost, K.** lectures on "Verdienen Manager zu viel?", Contribution to the empirical colloquium of Prof. Dr. A. Franzen, University of Aachen, Germany, 2006, January 31.

**Rost, K.** lectures on the subject of "Empirical Practices" at the University of Hamburg (chair for Organization and Management (Organisation und Unternehmensführung), Prof. Dr. Jetta Frost), Germany, 2005, November 30.

**von Dungen, T.** lectures on the subject of "Allgemeine Betriebswirtschaftslehre. Personalhonorierung" at the University of Applied Science for Business and Administration Zurich (HWZ), Neuhausen, Switzerland, 2005, May 20.

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## RESEARCH CREDITS

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**Rost, K.** received external funding from "Studienstiftung Ecocentia" for the project "Managergehälter in der Schweiz" and she received the approval for the prolongation of the project.

**Scheidegger, N.** received for the project "One Network Fits All? Netzwerkeffekte auf Karrieren von Frauen und Männern in einem Dienstleistungsbetrieb" external funding from the „Research Fund of the University of Zurich“, duration of the project: 01.11.2004 – 01.11.2006.

**Weibel, A. / Bastian, D. / Lehmann, R.** received for the continuation of the project "Fairness, Motivation and Organizational Citizenship Behavior" external funding from the "Schweiz. Nationalfonds", duration of the project: 01.07.2005 – 31.06.2006.