



IOU NEWSLETTER No. 1, JULY 2005

Head of Department: Prof. Dr. Andreas Georg Scherer

Dear Reader,

In your hands you are holding the first issue of the Newsletter of the Institute for Organization and Theories of the Firm (IOU). I would like to take this opportunity to introduce you to our department, this also on behalf of my colleague Prof. Dr. Margit Osterloh.

In January 2004 the department IOU, consisting of the Chairs for Organization Theory, Technology and Innovation Management (Prof. Dr. Margit Osterloh) and the Chair for Foundations of Business Administration and Theories of the Firm (Prof. Dr. Andreas Georg Scherer), was formed, replacing the Institute for Business Management Research (Institut für betriebswirtschaftliche Forschung, IfbF).

What does the Institute represent?

In the past decades, Management Sciences have developed ever further into theoretical approaches and schools of thought. Exemplarily, this is reflected in different sub areas of Management, i.e. Corporate Governance, Strategic Teachings, Organization, Human Resource Management or International Management.

It is the purpose of the Institute to decidedly apply itself to research and teachings, which consider and treat Management problems from a multi perspective point of view. Both, the interdisciplinary dialogue and the dialogue in practice, benefit from this.

What are our aims?

Through its activities in research and teachings the IOU intends to play an active role in the following:

- Reaching par with multi perspective research on an international level as illustrated in leading management journals
- Enabling young academic talent to partake in the discourse of theory comparisons
- Educating students and young academic talent in various methods and theoretical perspectives
- Analyzing consequences of single theoretical approaches in Management Sciences for Management practice as well as assistance relating to the integration of different disciplinary and perspective solution proposals for problems in practice
- Developing the promotion of dialogue with a-disciplinary Management practice in the field of research and teachings

The IOU Newsletter will be sent out quarterly and aims to inform about our work; it can be downloaded in PDF format from our homepage www.unizh.ch/iou. The site also serves as portal for the homepages of the Chairs and informs about current research and teachings.



The next Newsletter will be sent out at the end of the winter semester 2005/2006.

Warm regards, your

Prof. Dr. Andreas Georg Scherer
Head of Department

PUBLICATIONS

BOOKS AND PUBLISHINGS

Brink, Alexander; **Scherer, Andreas Georg** (Ed.), issue with focus on „Wirtschaftsethik und Kapitalmarkt“, Journal for “Wirtschafts- und Unternehmensethik”, vol. 6 (2005) 1.

Scherer, Andreas Georg; Palazzo, Guido (Ed.), Handbook of Corporate Citizenship, Cheltenham (UK): Edward Elgar (in preparation).

Scherer, Andreas Georg; Spender; J.-C. (Guest Editors), special issue on “The Philosophical Foundations of Knowledge Management: Consequences for Organization Theory and Practice”, ORGANIZATION, vol. 13 (2006), Call for papers deadline: July 31, 2005 (in preparation).

JOURNALS

Frey, Bruno, S.; **Osterloh, Margit**: Yes, Managers Should Be Paid Like Bureaucrats, in: Journal of Management Inquiry, 2005, vol. 14, no. 1, pg 96-111.

Osterloh, Margit; Frey, Bruno, S.: Corporate Governance: Eine Prinzipal-Agenten-Beziehung, Teamproduktion oder ein Soziales Dilemma?, in: Managementforschung 15, Institutionenökonomik als Managementlehre? (forthcoming).

Osterloh, Margit; Rota, Sandra: Trust and Community in Open Source Software Production, in: Analyse & Kritik, journal for social theory, 26th year of issue, issue 1/2004, pg 279-301.

Scherer, Andreas Georg: Schwindende Grenzen zwischen Wirtschaft und Politik: Die neue Verantwortung der multinationalen Unternehmung und der Beitrag von Karl Homann zu ihrer Bestimmung, “Zeitschrift für Evangelische Ethik”, vol. 48 (2004), pg 107-118.

Scherer, Andreas Georg; Kustermann, Brigitte: Business & Society-Forschung versus Kritische Strategieforschung – Kritik zweier Ansätze zur Integration von sozialer Verantwortung und strategischer Unternehmensführung, in: Managementforschung, vol. 14 (2004), pg 47-77.

CONTRIBUTIONS TO BOOKS

Littmann-Wernli, Sabina; **Scheidegger, Nicoline**: Mit sozialem Kapital durch die "Gläserne Decke", in: Peters, S.; Schmicker, S.; Weinert, S. (Eds): Flankierende Personalentwicklung durch Mentoring, München, Mering: Rainer Hampp, 2004, pg 49-63.

Morner, Michèle; **Käser, Philipp**: Zugänglichkeit und Transparenz in Open-Source-Software-Communities. Mythos oder Realität? In: Herstatt, C. and Sander, V. (Hrsg.): Produktentwicklung mit virtuellen Communities, Wiesbaden: Gabler 2004, pg 341-375.

Osterloh, Margit: Entscheidungsorientierte Organisationstheorien, in: v. Werder, A./Schreyögg, G. (Hrsg.): Handwörterbuch der Unternehmensführung und Organisation, Stuttgart, published by Schäffer-Poeschel Verlag, 2004, pg 222-230.



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Osterloh, Margit: Human Resources Management and Knowledge Creation, in: Nonaka, I./Kazuo, I. (Hrsg.): Handbook of Knowledge Creation, Oxford University Press (forthcoming).

Osterloh, Margit; Frey, Bruno S.: Corporate Governance for Crooks? The Case for Corporate Virtue, in: Grandori, A. (Hrsg.): Corporate Governance and Firm Organization, Oxford, Oxford University Press, 2004, pg 191-211.

Osterloh, Margit; Rota, Sandra; Kuster, Bernhard: Open Source Software Produktion: Ein neues Innovationsmodell? in: Gehring, Robert /Lutterbeck, Bernd. (Hrsg.): Open Source Jahrbuch 2004. Zwischen Softwareentwicklung und Gesellschaftsmodell, Berlin, Lehmanns Media, 2004, pg 121-137.

Osterloh, Margit; Scheidegger, Nicoline: Organisation und Geschlecht: Eine Netzwerkperspektive, in: Krell, G. (Hrsg.): Betriebswirtschaftslehre und Gender Studies, Wiesbaden: published by Gabler Verlag, (forthcoming).

Osterloh, Margit; Weibel, Antoinette: Do good threats make good neighbors?, in: Mahnke, V./Peterson, T. (Hrsg.): Knowledge Flows: Governance and Multinational Enterprises, Basingstoke: Palgrave Macmillan (forthcoming).

Scheidegger, Nicoline, Osterloh, Margit: One Network Fits All? Effekte von Netzwerkcharakteristika auf Karrieren, in: Pasero, U.; Priddat, B.P. (edpg): Organisationen und Netzwerke: Der Fall Gender, Wiesbaden, published by Verlag für Sozialwissenschaften, 2004, pg 199-226.

Scherer, Andreas Georg: Konstruktivismus, in, Schreyögg, Georg v. Werder, Axel (Hrsg.), : Handwörterbuch der Unternehmensführung und Organisation, 4th edition, Stuttgart: Schäffer-Poeschel 2004, pg 644-652.

Scherer, Andreas Georg: Brauchen die Wirtschaftswissenschaften eine Ethik?, in: Anton Leist, Johannes Fischer, Bruno Staffelbach (Hrsg.), Ethische Verantwortung in der Wissenschaft, Zürich 2005 (coming out soon).

Scherer, Andreas Georg: Neuere Entwicklungen der Diskursethik und ihr Beitrag zur Lösung des philosophischen Grundlagenstreits zwischen Universalismus und Relativismus in der interkulturellen Ethik, in: Wirtschafts- und Unternehmensethik. Rückblick – Ausblick – Perspektiven, Thomas Beschorner, Matthias König, Olaf J. Schumann et al. (Hrsg.), Schriftenreihe für Wirtschafts- und Unternehmensethik, München: published by Hampp-Verlag 2005.

Scherer, Andreas Georg; Baumann, Dorothée: Der Beitrag der Sportartikelbranche zum institutionellen Wandel der Weltwirtschaft. Corporate Citizenship bei der PUMA AG, in: Ruh, Hans; Leisinger, Klaus M (Hrsg.): Ethisches Management. Ethik und Erfolg verbünden sich, Zürich: Orell Füssli 2004, pg 285-298.

Steinmann, Horst; **Scherer, Andreas Georg:** Grundlagenstreit und Theorie-Praxis-Verhältnis in der Betriebswirtschaftslehre, in: Wiedmann, Klaus-Peter; Fritz, Wolfgang, Abel, Bodo (Hrsg.): Management mit Vision und Verantwortung. Eine Herausforderung an Wissenschaft und Praxis, Festschrift für Hans Rafféé zum 75. Geburtstag, Wiesbaden: Gabler 2004, pg 261-283.

WORKING PAPERS

Frey, Bruno, PG; **Osterloh, Margit:** Yes, Managers should be paid like Bureaucrats; working paper of the University of Zurich and Social Science Research Network (Top Ten List for "Labor: Personnel Economics Recent Hits") <http://paperpgssrn.com/abstract=555697>

Hatzakis, Tally; Searle, Rosalind; Skinner, Denise; **Weibel, Antoinette:** From Actors to Friends: two perspectives on the development and continuance of interorganizational relationships, working paper 2005.

Mellewigt, Thomas; Madhok, Anoop; **Weibel, Antoinette:** Trust and formal contracts in interorganizational relationships – substitutes and complements, working paper 2004.

Osterloh, Margit; Frey, Bruno, S.: Shareholders Should Welcome Employees as Directors; working paper of the University of Zurich 2005 and Social Science Research Network <http://ssrn.com/abstract=655202>

Osterloh, Margit; Rota, Sandra: Open Source Software Development - Just Another Case of Collective Invention? Working paper 2004, University of Zurich and Social Science Research Network (Top Ten List for "IO: Productivity, Innovation & Technology Recent Hits") <http://paperpgssrn.com/abstract=561744>



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Osterloh, Margit; Weibel, Antoinette: Social dilemmas in explorative knowledge work, working paper 2004, University of Zurich.

Skinner, Denise; Weibel, Antoinette: Trust – a poisoned chalice?, working paper 2004.

Weibel, Antoinette: Control and trustworthiness – shall the twain never meet?, working paper 2004.

Weibel, Antoinette; Osterloh Margit: Vertrauen – ein schillernder Begriff, working paper 2004 (printed in **Osterloh, Margit; Weibel, Antoinette:** Investition Vertrauen).

Weibel, Antoinette; Osterloh Margit: Vertrauen und Fairness, working paper 2004 (printed in **Osterloh, Margit; Weibel, Antoinette:** Investition Vertrauen).

Weibel, Antoinette; Osterloh, Margit: Vertrauen und Kontrolle – ein prekäres Verhältnis, Arbeitspapier 2004 (printed in **Osterloh, Margit; Weibel, Antoinette:** Investition Vertrauen).

POPULAR MAGAZINES & OTHER MEDIA

Alt, Jens Michael: review from Toffler, Barbara Ley; Reingold, Jennifer (2003): Final Accounting: Ambition, Greed, and the Fall of Arthur Andersen, New York, in: Forum Wirtschaftsethik, 12th year of issue (2004), no. 1, pg 19-21.

Alt, Jens Michael: review Squires, Susan E.; Smith, Cynthia J.; McDougall, Lorna; Yeack, William R. (2003): Inside Arthur Andersen: Shifting Values, Unexpected Consequences, Upper Saddle River, New Jersey, in: Forum Wirtschaftsethik, 12th year of issue (2004), no. 1, pg 19-21.

Osterloh, Margit: Demographie und Chancengleichheit, editorial in the journal for Organisation (zfo), 73th year of issue, 3/2004, pg 125.

Osterloh, Margit: columns in FACTS, ISSN 1422-9986:

- (14) Keiner gewinnt, in: FACTS, 21.04.2005, pg 69; (13) Lohn ohne Markt, in: FACTS, 24.03.2005, pg 59;
- (12) Note: Ungenügend, in: FACTS, 24.02.2005, pg 57; (11) Rentable Top-Frauen, in: FACTS, 27.01.2005, pg 59; (10) Die Gutfirma, in: FACTS, 30.12.2004, pg 53; (9) Wer das Sagen hat, in: FACTS, 25.11.2004, pg 63; (8) Die berühmten Chefs, in: FACTS, 28.10.2004, pg 61; (7) Schweiz ohne Ehrgeiz, in: FACTS, 30.09.2004, pg 61; (6) Ganz nette Hacker, in: FACTS, 02.09.2004, pg 59; (5) Arbeitsfreude, in: FACTS, 05.08.2004, pg 53; (4) Böser Filz, guter Filz, in: FACTS, 08.07.2004, pg 59; (3) Effektive Evolution, in: FACTS, 10.06.2004, pg 59; (2) Die Überlebenden, in: FACTS, 13.05.2004, pg 59; (1) Verschwendung, in: FACTS, 15.04.2004, pg 63.

STAFF NEWS

NEW STAFF & STAFF LEAVING THE INSTITUTE

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

Dorothée Baumann, leaving 31.10.2004

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

Silvia Hirschi Dunmore, starting 01.10.2004

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

Tina Graf, leaving 31.10.2004

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

Regula Lehmann, starting 01.12.2004



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Roger Luethi, starting 01.12.2004

Katja Rost, starting 01.02.2005

PROMOTIONS, HABILITATIONS, CALLS

Folini, Elena (experts: **Prof. Dr. Margit Osterloh** und Prof. Dr. B. Staffelbach) will receive her doctor's degree in June 2005. The title of the thesis is: „Das Ende der Gläsernen Decke: Entwicklung der Geschlechtergleichstellung am Beispiel eines Dienstleistungsunternehmens“.

Frost, Jetta received a professorship in the Company Management department on 01.04.2004 at the Zeppelin University, certificated Hochschule zwischen Wirtschaft, Kultur und Politik in Friedrichshafen, Germany.

Frost, Jetta received and accepted an invitation to the University of Hamburg, Chair for Organization and Corporate Management.

Geiger, Daniel (experts: Prof. Dr. Georg Schreyögg und **Prof. Dr. Andreas Georg Scherer**) will receive his doctor's degree in June 2005 from the FU Berlin. The title of the thesis is: „Wissen und Narration – Ein Beitrag zur wissenschaftstheoretischen Fundierung von Wissensmanagement und seine praktische Implikationen“.

Ricken, Boris (experts: **Prof. Dr. Andreas Georg Scherer** und **Prof. Dr. Margit Osterloh**) will receive his doctor's degree in June 2005. The title of the thesis is: „Entwicklung eines Instrumentes zur Analyse und Steuerung informaler Organisationsstrukturen“.

Haid, Josef (experts: **Prof. Dr. Margit Osterloh** und Prof. Dr. Edwin Rühli) received his doctor's title in 2004. The title of the thesis is: Change Management zwischen Business Process Reengineering und Organizational Lernen.

Weibel, Antoinette (experts: **Prof. Dr. Margit Osterloh** und Prof. Dr. Edwin Rühli) received her doctor's degree in 2003. The title of the thesis is: „Kooperation in strategischen Wissensnetzwerken. Vertrauen und Kontrolle zur Lösung des sozialen Dilemmas“, Wiesbaden: DUV, 2004, pg 258, ISBN 3-8244-8106-5.

SEMESTER PAPERS, DIPLOMA & LICENTIATE'S THESES

Semester papers, Chair of Prof. Osterloh:

In total: 33

Selection:

Bösser, Dieter on the subject of „Misstrauisch vertrauen – Zum Verständnis der Gleichzeitigkeit von Vertrauen und Misstrauen“.

Gantenbein, Tanja on the subject of „Der Zusammenhang zwischen Fairness und Organizational Citizenship Behavior“.

Iten, Christina on the subject of „Normbasiertes Handeln: Eine Darstellung der Theorien von Deci und Ryan und Lindenberg“.

Nüesch, Stephan on the subject of „Fairness und OCB: Eine empirische und theoretische Analyse“.

Pernet, Guy on the subject of „Communities of Practice: Unterschiede zum Qualitätszirkel und Einbindung in den organisatorischen Kontext“.

Schwarz, Romina on the subject of „Der Fall von Enron und Andersen“.

Stang, Leander on the subject of „Redundanz, Segen und Fluch: Strong Ties in Netzwerken“.

Vogt, Deborah on the subject of „Motivationale Grundlagen von Organizational Citizenship Behavior (OCB) am on the subject of „Transformationale Führung und Vertrauen“.



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Semester papers, Chair of Prof. Scherer:

In total: 24

Selection:

Bollinger, Mike on the subject of „Risikomanagement und Unabhängigkeit in der Wirtschaftsprüfung“.

Büchler, Michael on the subject of „Die Aktionsforschung und ihr Einsatz zur Entwicklung eines Instruments“.

Felder, Franziska on the subject of „Aktionsforschung als Methode um rigoroses und relevantes Wissen zu produzieren?“.

Frank, Donat on the subject of „UNGC und Nestlé“.

Holderegger, Stefan on the subject of „Steuerung sozialer Netzwerke“.

Kesseli, Yvonne on the subject of „UN Global Compact und Holcim“.

Monard, Michèle on the subject of „Übertragbarkeit von CRM-Modellen auf ein Spital“ (in cooperation with the Institute for “Chirurgische Forschung und Spitalmanagement”, County hospital, Basel).

Teufel, Ben on the subject of „CSR und CC – Alternative Begriffe zur Begründung gesellschaftlicher Verantwortung von Unternehmen“.

Tobler, Jürg on the subject of „Wirtschaftsprüfung und Beratung“.

Diploma and Licentiate's theses, Chair of Prof. Osterloh:

Diploma and Licentiate's theses with a mark of 5.5 and above are indicated with an *:

*Bodmer, Georgette on the subject of: „Auswirkung von OCB auf die Performance“.

*Iten, Christina on the subject of „Einfluss von OCB auf Beförderungsentscheide“

*Knus, Sebastian on the subject of „Soziale Dilemmata in Unternehmen und Netzwerken: Stand der Forschung“.

*Korner, Marcel on the subject of „Perceived Organizational Support (POS) als antezedente Bedingung von Vertrauen“.

*Lehmann Endl, Regula on the subject of „Der Zusammenhang zwischen der Arbeitsplatzgestaltung und der Motivationsstruktur von Angestellten“.

Manz, Daniel on the subject of „Das Management informaler Organisationsstrukturen“.

*Nold, Nanni on the subject of „OCB – Möglichkeiten und Grenzen ökonomischer Erklärungsansätze“.

*Nüesch, Stephan on the subject of „Die Problematik der Externalisierung von Wissen: Communities of Practice als Ausweg?“.

*Schaerer, B./Zehnder, M. on the subject of „Umsetzung der Eignerstrategie des Bundes am Beispiel der Post“.

Schmid, Martina on the subject of „Vertrauen und Leadership im Changeprozess bei ABB“.

*Sprenger, Gregor on the subject of „Der Einsatz von IT-basierten Tools in Wissenssteuerungsprozessen“.

*Suter, Thomas on the subject of „Vertrauen und Kontrolle in interorganisationalen Beziehungen“.

Urpi, Simona on the subject of „Konsequenzen von OCB – Konzeptionelle Grundlagen“.

*Vogt, Deborah on the subject of „OCB – Der Erklärungsbeitrag der Social Identity Theory“.

*Weber, Marcel on the subject of „Endnutzersupport bei OpenSource Projekten: Einflussfaktoren auf den Erfolg“.



Diploma and Licentiate's theses, Chair of Prof. Scherer:

Diploma and Licentiate's theses with a mark of 5.5 and above are indicated with an *:

Barandun, Angela on the subject of „The Role of Power in Cultural Change“.

Büchler, Michael on the subject of „Die Aktionsforschung und ihr Einsatz zur Entwicklung eines Instruments“.

Merckling, Olena on the subject of „Neubestimmung der Rolle der Unternehmung im Globalisierungsprozess – Vergleich zweier Ansätze“.

*Muheim, Angela on the subject of „Politische Macht und demokratische Legitimation von multinationalen Unternehmen“.

Studer, Patrik on the subject of „Systemwettbewerb in der Speditionsbranche“.

Tobler, Jürg on the subject of „Wirtschaftsprüfung und Beratung“.

AWARDS, HONOURS, APPOINTMENTS

Regula Lehmann Endl received at the end of June 2004 the semester award of the Faculty of Economic Sciences of the University of Zurich for her diploma thesis on the subject of „Der Zusammenhang zwischen der Arbeitsplatzgestaltung und der Motivationsstruktur von Angestellten“.

Prof. Dr. Margit Osterloh was appointed as a member of the “Deutsche Wissenschaftsrat” on 1st February 2005.

Prof. Dr. Andreas Georg Scherer was called on the editorial board of the journal “Business Ethics Quarterly” in August 2005.

Prof. Dr. Andreas Georg Scherer; Palazzo, Guido were nominated as finalists for the Dexter Award on the occasion of the Academy of Management 2005 yearly conference (Best International Paper).

Mark Veser received an award for the Best Dissertation of 2004 from the Social Issues in Management (SIM) Division of the Academy of Management yearly conference in New Orleans (USA) (Expert opinion on dissertation: **Prof. Dr. Andreas Georg Scherer**).



OTHER BUSINESS

CONGRESSES, CONFERENCES, LECTURES

Andreas Georg Scherer lectures on „Pay-for-performance-Ideologie und Vertrauensverlust in der Wirtschaft. Ein Erklärungsversuch zur Krise im Management und Perspektiven zu ihrer Überwindung“, Contribution to the yearly conference of the Economics Board „Organisation“, Univ. Augsburg, February 26–27, 2004.

Andreas Georg Scherer lectures together with **Dorothée Baumann** on the subject of: “Globalization and Governance – The Role of the Transnational Corporation in the Process of Legalization”, at the International Conference on “Voluntary Codes of Conduct for Multinational Corporations: Promises and Challenges”, NYU, New York City, May 12–5, 2004.

Andreas Georg Scherer lectures together with **Dorothée Baumann** on the subject of: “Global Rules and Private Actors – The Role of the Transnational Corporation in the Process of Legalization”, contribution to the 66th Conference of the “Verband der Hochschullehrer für Betriebswirtschaft e.V.”, „Betriebswirtschaftslehre und gesellschaftliche Verantwortung“, Karl-Franzens-University Graz, June 2–4., 2004.

Andreas Georg Scherer lectures on the subject of: “Global Rules and Private Actors. Die Rolle der Multinationalen Unternehmung in der Global Governance”, guest lecture at the “RWTH” Aachen, Chair of International Management, June 24, 2004.

Andreas Georg Scherer lectures together with **Dorothée Baumann** on the subject of: “Re-defining the Role of the TNC -- Theoretical Underpinnings of Corporate Social Responsibility in a Globalized World”, paper presented at the 20th EGOS Colloquium, Ljubljana, Slovenia, July 1.–3., 2004.

Jens Michael Alt lectures together with **Thomas Dungen, von** on the subject of: “Independent Judgement Through Professional Partnership or Managed Professional Business? Dysfunctional Effects of Incentive Systems in Auditing Firms”, paper presented at the 20th EGOS colloquium, Ljubljana, Slovenia, July 1–3, 2004.

Philipp Käser lectures on the subject of "Tie strength and tie dynamic: Alternative relationships and realities", paper presented at the 20th EGOS colloquium, Ljubljana, Slovenia July 1–3, 2004.

Boris Ricken lectures on the subject of: “A Practical Framework for the Integrated Analysis of Formal and Informal Structures in Organizations”, Paper presented at the 20th EGOS colloquium, Ljubljana, Slovenia, July 1–3, 2004.

Andreas Georg Scherer lectures on the subject of: “Why Do We Need to Know How We Can Know?”, Introduction to the Showcase Symposium at the 2004 Annual Meeting of the Academy of Management (sponsoring divisions: ODC, OMT, RM), New Orleans, August 2–5, 2004.

Margit Osterloh and **Sandra Rota** lecture on the subject of: „Open Source und „Collective Invention“: Ein neues Innovationsmodell?“ an der Konferenz “Open Innovation! Auf der Suche nach neuen Leitbildern”, Heinrich Böll Stiftung, Berlin, September 16–17, 2004.

Margit Osterloh lectures on the subject: „Yes, managers should be paid like bureaucrats“ at the yearly conference of the International Society for New Institutional Economics ISNIE, Tucson, September 30–October 3, 2004.

Nicoline Scheidegger and **Margit Osterloh** lecture on the subject: „Geschlecht und Organisation. Eine Netzwerkperspektive,“ at the Christian Albrecht University in Kiel, Gender Research Group, November 12–13, 2004.

Antoinette Weibel lectures on the subject of: „Trust and formal contracts in interorganizational relationships“ at the yearly conference of the Strategic Management Society, San Juan, Puerto Rico, October 31–November 03, 2004.

Elena Folini lectures at the conference LernFit of the County Administration Zurich on the subject of: „Lernen in Organisationen aus Geschlechterperspektive“, November 19, 2004.



Prof. Margit Osterloh lectures on the subject of: „Corporate Governance: Prinzipal-Agenten-Beziehung, Team-Produktion oder soziales Dilemma?“ at the colloquium of the “Freien Universität Berlin”, Berlin, November 19–20, 2004.

Margit Osterloh participates in the NZZ-podiums discussion on the subject: „Internationaler und weiblicher – neue Spielregeln für schweizerische Führungsetagen“, 225 Jahre NZZ, Zürich, January 18, 2005.

Margit Osterloh lectures on the subject: „Yes, managers should be paid like bureaucrats“ at the „Fachbereichskolloquium der Universität Konstanz“, special field of Political and Administration Sciences, January 9, 2005.

Margit Osterloh lecture on the subject of: „Yes, managers should be paid like bureaucrats“ at the Philipps-University Marburg, January 26, 2005.

Andreas Georg Scherer lectures on the subject of: „Leistungslöhne im Management und Vertrauensverlust in der Wirtschaft“, guest lecture at the University of Konstanz, January 26, 2005.

Margit Osterloh lectures on the subject: „Shareholders Should Welcome Employees as Directors“ at the conference “Kommission Organisation” of the Technical University Chemnitz, Chemnitz, February 24–25, 2005.

Philipp Käser lectures on the subject: „Tie strength and tie dynamic: Alternative Relationships and Realities“ at the conference “Kommission Organisation” of the Technical University Chemnitz, Chemnitz, February 24–25, 2005.

Antoinette Weibel lectures on the subject: „The gift of trust – a poisoned chalice?“ at the conference “Kommission Organisation” of the Technical University Chemnitz, Chemnitz, February 24–25, 2005.

Elena Folini lectures on the subject: „End of Glass Ceiling: Gender equality in a service firm“ at the conference „Gender in Motion“, Basel, March 3–4, 2005.

Participation of Andy Crane, Dirk Matten, Richard Nielsen, **Andreas Georg Scherer**, John Stopford, Gary Weaver, Ans Kolk, on the subject: “Publishing Ethics/CSR Related Research in Mainstream Journals”, Panel Discussion and Publishing Workshop at the 2005 EBEN-UK Conference (European Business Ethics Network), April 1, 2005, Royal Holloway, University of London (UK).

Guido Palazzo and **Andreas Georg Scherer** lecture on the subject: „Towards a Communicative Concept of Corporate Legitimacy“ paper presented at the 2005 Annual Meeting of the European Academy of Management (EURAM), Track 19: Corporate Governance, Munich, May 4–7, 2005.

Elena Folini lectures on the subject: “Organisationales Lernen” at the training course “LeaderAKZENTE” of the Direktion der Justiz und des Innern des Kantons Zürich, Zurich, May 18, 2005.

Philipp Käser lectures on the subject “Unlocking strong ties: The case for transferable trust and intrinsic reciprocity” at EGOS Colloquium June 30–July 2, 2005, Berlin, Germany.

Andreas Georg Scherer lectures on the subject, “Why Organization Theory and Economics Should Meet”, introductory presentation at the 21st EGOS Colloquium, June 30–July 2, 2005, Berlin, Germany (Subgroup 18: When Organization Studies Meet Economics – Alternative Philosophies of Knowledge Management and the Theory of the Firm), Convenors: **Andreas Georg Scherer**, J.-C. Spender.

Marshall J. Schminke, Dirk Matten, Robert A. Giacalone, Douglas R. May, Thomas M. Jones, Gerald Keim, Anne M. O’Leary-Kelly, Scott Reynolds, Deborah Elizabeth Rupp, Lori Versteegen Ryan, **Andreas Georg Scherer**, Donald Siegel, Bennett J. Tepper, Linda K. Trevino, Gary R. Weaver, Thomas A. Wright, “Learn From Experts About Publishing Social Issues Research in Top General Management Journals”, PDW Workshop at the 2005 Annual Meeting of the Academy of Management (SIM division), Honolulu, Hawaii, August 7, 2005, Organizers: Marshall J. Schminke, Dirk Matten, Chair: Thomas J. Donaldson.

Philipp Käser lectures on the subject: “Tie strength and tie dynamic: Alternative Relationships and Realities”, at the Academy of Management, Honolulu, Hawaii, August 8–10 , 2005.

Lecture of **Andreas Georg Scherer** and William McKinley: “Unholy Affinity? Free Trade Theory, Postmodernism, and the Multinational Enterprise”, Paper accepted for presentation at the 2005 Annual Meeting of the Academy of Management (CMS division), Honolulu, Hawaii, August 8–10, 2005



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Lecture of **Andreas Georg Scherer**, Guido Palazzo, **Dorothée Baumann**, "Global Rules and Private Actors: Towards a New Role of the TNC in the Global Governance", Paper accepted for the 2005 Annual Meeting of the Academy of Management (SIM division), Honolulu, Hawaii, August 8–10, 2005.

Lecture of **Andreas Georg Scherer** and Guido Palazzo, "The Political Role of Business in Society. CSR Seen From a Habermasian Perspective", Paper accepted for presentation at the 2005 Annual Meeting of the Academy of Management (CMS division), Honolulu, Hawaii, August 8–10, 2005. Finalist paper for the Academy of Management Best International Paper Dexter Award 2005.

Lecture of Guido Palazzo and **Andreas Georg Scherer**, "Towards a Communicative Concept of Corporate Legitimacy", paper accepted for presentation at the 2005 Annual Meeting of the European Business Ethics Network (EBEN), Bonn (Germany), September 22–24, 2005.

CONVENORSHIPS

Prof. Dr. Andreas Georg Scherer was/is Co-Convenor

- of a three-day workshop on the subject of: „Corporate Social Responsibility and Business Ethics“ at the EGOS conference from June 30 – July 03, 2004 in Lubljana.
- of an All-Academy-Symposiums on the subject of “Philosophical Foundations of Knowledge”, Academy of Management from August 2–5, 2004 in New Orleans.
- of a three-day workshop on the subject of: “When Organization Studies Meet Economics – Alternative Philosophies of Knowledge Management and the Theory of the Firm”, at the EGOS conference 2005 from June 30 – July 2005 in Berlin.

Dr. Antoinette Weibel was/is Co-Convenor

- at the EGOS 2004 Ljubljana, Track 30, „Trust in Hybrids“, along with Prof. Dr. Katinka Bijlsma and Dr. Pedro Nevepg.
- At the EGOS 2005 Berlin, Track 20, „Relationship Maintenance – Between Exit and Excellence“, along with John Child, Roy, J. Lewicki, Guido, Möllering.

SUMMER SCHOOLS

Daniel Bastian

Summer School in „Multilevel Analysis“, Università della Svizzera Italiana, Lugano, 2004.

Dr. Philipp Käser

Summer School, Università della Svizzera Italiana, Lugano, 2004.

Dr. Antoinette Weibel

Summer School in Social Sciences, University of Essex, 2004.

RESEARCH INVITATIONS

Prof. Dr. Margit Osterloh spent one month at the Research School of Social Sciences, University of Canberra, Australia for research purposes „Fellowship“, (self financed).

RESEARCH CREDITS

Baumann, Dorothée received a one-off amount towards travel expenses from the “Volkart-Stiftung”, for the project „UN Global Compact Members Schweiz“.



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Folini, Elena **Folini, Elena** received a scholarship for the project „Das Ende der Gläsernen Decke: Geschlechtergleichstellung in einem Dienstleistungsunternehmen“ of the interdisciplinary Graduiertenkolleg „Wissensgesellschaft und Geschlechterbeziehungen“ of the University of Zurich.

Rost, Katja (**at the Institute since 01.02.2005**), received external funding for the project „Netzwerke im Internationalisierungsprozess Schweizer KMU“ from the “Ecoscientia Stiftung”, duration of the project: 01.02.2005 – 01.02.2006.

Scheidegger, Nicoline, 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, Antoinette Dr.; Osterloh, Margit Prof. Dr.; Bastian, Daniel; Graf, Tina; Lehmann Endl, Regula received for the project „Fairness, Motivation and Organizational Citizenship Behavior“ external funding from the “Schweiz. Nationalfonds”, duration of project: 01.07.2004 – 30.06.2005.

Weibel, Antoinette Dr., received for the project „Investition Vertrauen“ external funding from the “SGO-Stiftung” as well as the “Ecoscientia Stiftung”, duration of project: 01.12.03 – 01.12.04.

Weibel, Antoinette Dr., received for the project „Publikationswerkstatt“ external funding from the “Bundesprogramms für Chancengleichheit”.

The next Newsletter will be sent out at the end of the winter semester 2005/2006.