

PROFESSOR MARC ORLITZKY, Ph.D.
University of South Australia Business School
School of Management
GPO Box 2471
Adelaide SA 5001 Australia
Email: marcorlitzky@yahoo.com
(w) +61 (o)8 830 20270
Web site: <http://www.freewebs.com/marcorlitzky/>

EDUCATIONAL BACKGROUND

Ph.D., Business Administration
The University of Iowa, Iowa City
College of Business Administration
G.P.A.: 4.00/4.00 (Β Γ Σ)

B.S.B.A., International Business-Finance
American University, Washington, D.C.
Kogod College of Business Administration
G.P.A.: 3.99/4.00 *summa cum laude*

WORK EXPERIENCE

* **Professor of Management**, 2013-

The University of South Australia (UniSA), Adelaide, South Australia

- Taught undergraduate courses in Strategic Management, International Management, and Business Ethics

* **Associate Professor of Management**, 2008-2012

The Pennsylvania State University - Altoona, PA, USA

Tenured in May 2012

- Taught undergraduate courses Strategic Management, Introduction to Management, and “The Social and Ethical Environment of Business”

* **Research Fellow**, International Centre for Corporate Social Responsibility, 2007-2008

University of Nottingham, United Kingdom

* **Senior Lecturer Over the Bar**, 2004-2006

The University of Auckland, Dept. of Management & Employee Relations, New Zealand
(leading research university in New Zealand; one of the world’s 50 best universities according to *Times Higher Education World University Rankings*)

- Taught undergraduate Organizational Behavior and postgraduate Strategic Human Resource Management: consistently rated above average (student approval ratings of 90% and 94%; University defined teaching excellence as 70% approval)

- Prepared new undergraduate course “Images of Work and Organization” (with teaching grant support from The University of Auckland)
- Chaired MER undergraduate committee, 2004-2005
- Served on Social Science Research Methods committee (development of new curriculum), 2005-2006.

* **Lecturer** (equivalent of U.S. tenure-track Assistant Professor position), 1999-2004

Australian Graduate School of Management (AGSM), UNSW, Sydney, Australia

- Taught Business and Society, Society, Business Ethics, and Nature, Organizational Behavior, Organizational Design, Nonmarket Strategies, and Systems, Strategy, and Sustainability in MBA Program
- Taught Business Ethics and Social Responsibility, Organizational Design, and Strategic Human Resource Management in EMBA Program (as Subject Leader in Strategic Management II)
- Taught doctoral course Research Methods
- Supervised MBA team projects (HRM, compensation, new ventures, business & society)

The University of Iowa, Iowa City

* **Instructor** (College of Business Administration), 1995-1997

- Full responsibility for Administrative Management UG course
- Full responsibility for Introduction to Management UG course

* **Teaching Assistant**, 1994-1995

- Taught discussion sections of Administrative Management UG course

* **Research Assistant**, 1994-1997

- Projects for Professors Sara Rynes and Gerald Rose

McKinsey & Company, Inc., Frankfurt am Main, Germany

* **Intern**, Business Analyst, *Summer 1993*

- Commercial banking project

PEER-REVIEWED PUBLICATIONS

Journal Articles

Orlitzky, M., Louche, C., Gond, J.-P., & Chapple, W. (in press). Unpacking the drivers of corporate social performance: A multilevel, multistakeholder, and multimethod analysis. *Journal of Business Ethics*. (DOI: 10.1007/s10551-015-2822-y)

Busch, T., Bauer, R., & Orlitzky, M. (in press). Sustainable development and financial markets: Old paths and new avenues. *Business & Society*. DOI 10.1177/0007650315570701 .

Orlitzky, M. (2015). The politics of corporate social responsibility or: why Milton Friedman was right all along. *Annals in Social Responsibility*, 1(1), 5-29. DOI: 10.1108/ASR-06-2015-0004 .

Orlitzky, M. (2013). Corporate social responsibility, noise, and stock market volatility. *Academy of Management Perspectives*, 27(3), 238-254. DOI:10.5465/amp.2012.0097

- 8.00 citations per year (Source: Google Scholar/Harzing's Publish or Perish software)

Orlitzky, M., & Shen, J. (2013). Corporate social responsibility, industry, and strategy. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(4), 346-350. DOI: 10.1111/iops.12064

Orlitzky, M. (2012). How can significance tests be deinstitutionalized? *Organizational Research Methods*, 15(2), 199-228. DOI 10.1177/1094428111428356

- 7.33 citations per year (Source: Google Scholar/Harzing's Publish or Perish software)

Orlitzky, M., & Swanson, D. L. (2012). Assessing stakeholder satisfaction: Toward a supplemental measure of corporate social performance as reputation. *Corporate Reputation Review*, 15(2), 119-137.

Guenther, E., & Orlitzky, M. (2012). Special Issue: Measuring corporate environmental performance (Editorial). *Journal of Management Control*, 22, 373-374.

Poser, C., Guenther, E., & Orlitzky, M. (2012). Shades of green: Using computer-aided qualitative data analysis to explore different aspects of corporate environmental performance. *Journal of Management Control*, 22, 413-450.

Orlitzky, M. (2011). Institutional logics in the study of organizations: The social construction of the relationship between corporate social and financial performance. *Business Ethics Quarterly*, 21(3), 409-444. DOI: 10.5840/beq201121325 .

- Finalist, 2011 Best Article Award in *Business Ethics Quarterly* (Editor Denis Arnold: "One of the three best articles published in BEQ in 2011").
- 12.00 citations per year (Source: Google Scholar/Harzing's Publish or Perish software)

Orlitzky, M., Siegel, D. S., & Waldman, D. A. (2011). Strategic corporate social responsibility and environmental sustainability. *Business & Society*, 50(1), 6-27.

- Listed as a "Highly Cited Paper" in the Web of Science. As of March/April 2015, this "Highly Cited Paper" received enough citations to place it in the top 1% of the academic field of Economics & Business based on a highly cited threshold for the field and publication year (Data from *Essential Science Indicators*SM).
- As of July 2015, article was cited 47 times on the Web of Science/Social Science Citations Index (SSCI).
- 49.33 citations per year (Source: Google Scholar/Harzing's Publish or Perish software)

Orlitzky, M. (2011). Institutionalized dualism: Statistical significance testing as myth and ceremony. *Journal of Management Control*, 22(1), 47-77. DOI 10.1007/s00187-011-0126-7

Moon, J., & Orlitzky, M. (2011). Corporate social responsibility and sustainability education: A trans-Atlantic comparison. *Journal of Management & Organization*, 17(5), 583-604.

- 6.67 citations per year (Source: Google Scholar/Harzing's Publish or Perish software)

Whelan, G., Moon, J., & Orlitzky, M. (2009). Human rights, transnational corporations and embedded liberalism: What chance consensus? *Journal of Business Ethics*, 87, 367-383.

- 3.60 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Orlitzky, M., & Whelan, G. (2007). On the effectiveness of social and environmental accounting. *Issues in Social and Environmental Accounting*, 1(2), 311-333.

Trocchia, P. J., Swanson, D. L., & Orlitzky, M. (2007). Digging deeper: The laddering interview as a tool for surfacing values. *Journal of Management Education*, 31(5), 713-729.

Orlitzky, M., Swanson, D. L., & Quartermaine, L.-K. (2006). Normative myopia, executives' personality, and preference for pay dispersion: Toward implications for corporate social performance. *Business & Society*, 45(2), 149-177.

- 3.00 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Orlitzky, M., & Frenkel, S. (2005). Alternative pathways to high-performance workplaces. *The International Journal of Human Resource Management*, 16(8), 1325-1348.

- 4.89 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Orlitzky, M. (2005). Payoffs to social and environmental performance. *The Journal of Investing*, 14(3), 48-51.

- 5.89 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Frenkel, S., & Orlitzky, M. (2005). Organizational trustworthiness and workplace labor productivity: Testing a new theory. *Asia Pacific Journal of Human Resources*, 43(1), 34-51.

Orlitzky, M. (2005). Social responsibility and financial performance: Trade-off or virtuous circle? *University of Auckland Business Review*, 7(1), 37-43.

- 5.33 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Orlitzky, M., & Benjamin, J. D. (2003). The effects of sex composition on small-group performance in a business school case competition. *Academy of Management Learning and Education (AMLE)*, 2(2), 128-138.

- 3.36 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Orlitzky, M., Schmidt, F. L., & Rynes, S. L. (2003). Corporate social and financial performance: A meta-analysis. *Organization Studies*, 24(3), 403-441.

- Won the 2004 Moskowitz Award for outstanding quantitative research relevant to the social investment field. The sponsors of the Moskowitz Prize are Calvert Group, First Affirmative Financial Network, KLD Research & Analytics Inc., Nelson Capital Management, Rockefeller & Co., and Trillium Asset Management Corporation. The Moskowitz Prize is awarded each year to the research paper that best meets the following criteria: (1) practical significance to practitioners of socially responsible investing; (2) appropriateness and rigor of quantitative methods; and (3) novelty of results.
- Most cited article ever published in *Organization Studies*. As of December 2014, this article was cited 944 times on the Web of Science/Social Science Citations Index (SSCI), while the

- most cited articles of 2003 in *Academy of Management Journal* and *Academy of Management Review* garnered only 375 and 738 citations, respectively.
- As of August 2015, 3654 citations on Google Scholar, 304.50 citations per year (Source: *Harzing's Publish or Perish* software program).
 - In a list of the 75 seminal most cited articles in the field of Business & the Natural Environment (list compiled by Professor A. J. Hoffman, University of Michigan, in July 2011), this article was ranked #4 in terms of normalized citation counts by year. Link: http://oneaomonline.blogspot.com/2011/07/thirty-five-years-of-research-on_13.html .
 - Reprinted in Jermier, J. M. (Ed.) (2013), *Corporate environmentalism and the greening of organizations*, Los Angeles: Sage. ISBN: 978-0-85702-571-5.
 - Reprinted in Meyer, K. E. (Ed.) (2008), *Multinational enterprises and host economies*, (pp. 430-468). Cheltenham, UK: Edward Elgar.
 - Reprinted in T. K. Dijkstra & J. J. E. M. Grapperhaus (Eds.) (2005), *Duurzaamheid en beleggen: Een caleidoscopisch beeld* (pp. 87-130). Dordrecht, The Netherlands: Kluwer.

Orlitzky, M., & Swanson, D. L. (2002). Value attunement: Toward a theory of socially responsible executive decision making. *Australian Journal of Management*, 27 (Special Issue), 119-128.

- Catalogued at the Zicklin Center for Business Ethics Research at the Wharton Business School, University of Pennsylvania.

Orlitzky, M. (2002). *People and Profits? The Search for a Link between a Company's Social and Financial Performance* by J. D. Margolis and J. P. Walsh. [Book review]. *The International Journal for Organizational Analysis*, 10(2), 191-194.

Orlitzky, M. (2002). *Research Methods for Organizational Studies* by D. P. Schwab. [Book Review]. *Organizational Research Methods*, 5(1), 126-128.

Orlitzky, M., & Benjamin, J. D. (2001). Corporate social performance and firm risk: A meta-analytic review. *Business & Society*, 40(4), 369-396.

- Won 2001 Best Article Prize awarded by the International Association for Business and Society (IABS) in association with *California Management Review*
- 28.08 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Orlitzky, M., & Hirokawa, R. Y. (2001). To err is human, to correct for it divine: A meta-analysis of research testing the functional theory of group decision-making effectiveness. *Small Group Research*, 32(3), 313-341.

- Finalist, Gouran Award selection in Group Division of National Communication Association, 2003
- 6.15 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Orlitzky, M., & Rynes, S. L. (2001). When employees become owners: Can employee loyalty be bought? *Trends in Organizational Behavior*, 8, 57-79.

Orlitzky, M. (2001). Does firm size confound the relationship between corporate social performance and firm financial performance? *Journal of Business Ethics*, 33(2), 167-180.

- 18.92 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Orlitzky, M. (2000). Survivors' needs and stories after organizational disasters: How organizations can facilitate the coping process. *Journal of Personal & Interpersonal Loss*, 5, 227-246.

- Reprinted in J. H. Harvey & B. G. Pauwels (Eds.), *Post-traumatic stress theory: Research and application*. Philadelphia, PA: Brunner/Mazel.

Orlitzky, M., & Jacobs, D. (1998). A candid and modest proposal: The brave new world of Objectivism (Dialogue editorial). *Academy of Management Review*, 23, 656-658.

Orlitzky, M. (1998). One Night, Everything Disappeared: Towards a model of coping effectiveness after organizational disasters. *Journal of Personal & Interpersonal Loss*, 3(1), 53-84.

Rynes, S. L., Orlitzky, M., & Bretz, R. D., Jr. (1997). Experienced hiring versus college recruiting: Practices and emerging trends. *Personnel Psychology*, 50(2), 309-339.

- 6.65 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

Book Chapters and Encyclopedia Entries

Swanson, D. L., & Orlitzky, M. (in press). Leading the triple bottom line: A corporate social responsibility approach. In N. Anderson, C. Viswesvaran, H. K. Sinangil, & D. Ones (Eds.), *Handbook of industrial, work, and organizational psychology* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Corporate social—financial performance. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Efficient markets, Theory of. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Ethical nihilism. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Free market. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Individualism. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Nozick's theory of justice. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Reciprocity. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Signaling. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M. (forthcoming). Triple bottom line. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (2nd ed.). Thousand Oaks, CA: Sage.

Orlitzky, M., & Moon, J. (2011). Assessing corporate social responsibility education in Europe: Trends and comparisons. In D. L. Swanson & D. G. Fisher (Eds.), *Toward assessing business ethics education* (pp. 143-175). Charlotte, NC: Information Age Publishing.

Moon, J., Orlitzky, M., & Whelan, G. (2010). Introduction. In Moon, J., Orlitzky, M., & Whelan, G. (Eds.), *Corporate governance and business ethics* (pp. xiii-xxx). Northampton, MA: Edward Elgar.

Orlitzky, M., Schmidt, F. L., & Rynes, S. L. (2009). Corporate social and financial performance: A meta-analysis [reprint]. In K. E. Meyer (Ed.), *Multinational enterprises and host economies Vol. II* (pp. 430-468). Cheltenham, UK: Edward Elgar.

Orlitzky, M. (2008). Corporate social performance and financial performance: A research synthesis. In A. Crane, A. McWilliams, D. Matten, J. Moon, & D. S. Siegel (Eds.), *The Oxford Handbook of CSR* (pp. 113-134). Oxford, UK: Oxford University Press.

- 19.67 citations per year (Source: Google Scholar/Harzing's Publish or Perish software)

Orlitzky, M. (2008). Business ethics and social responsibility in the human resource management curriculum. In D. Swanson and D. Fisher (Eds.), *Advancing business ethics education* (pp. 329-342). Greenwich, CT: Information Age Publishing.

Orlitzky, M. (2008). Individualism. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 1117-1121). Thousand Oaks, CA: Sage.

Orlitzky, M. (2008). Ethical nihilism. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 784-785). Thousand Oaks, CA: Sage.

Orlitzky, M. (2008). Efficient markets, Theory of. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 659-660). Thousand Oaks, CA: Sage.

Orlitzky, M. (2008). Free market. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 945-946). Thousand Oaks, CA: Sage.

Orlitzky, M., & Erakovic, L. (2008). European Union. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 817-821). Thousand Oaks, CA: Sage.

Orlitzky, M., & Erakovic, L. (2008). Triple bottom line. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 2109-2114). Thousand Oaks, CA: Sage.

Orlitzky, M. (2008). Nozick's theory of justice. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 1527-1530). Thousand Oaks, CA: Sage.

Orlitzky, M. (2008). Corporate social—financial performance. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 504-508). Thousand Oaks, CA: Sage.

Orlitzky, M. (2008). Reciprocity. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (p. 1779). Thousand Oaks, CA: Sage.

Orlitzky, M. (2008). Signaling. In R. W. Kolb (Ed.), *Encyclopedia of Business Ethics and Society* (pp. 1926-1928). Thousand Oaks, CA: Sage.

Orlitzky, M. (2007). Recruitment strategy. In P. Boxall, J. Purcell & P. M. Wright (Eds.), *The Oxford Handbook of Human Resource Management* (pp. 273-299). Oxford, UK: Oxford University Press.

Orlitzky, M., & Swanson, D. (2006). Socially responsible human resource management: Charting new territory. In J. R. Deckop (Ed.), *Human resource management ethics* (pp. 3-25). Greenwich, CT: Information Age Publishing.

Orlitzky, M. (2006). Links between corporate social responsibility and corporate financial performance: Theoretical and empirical determinants. In J. Allouche (Ed.), *Corporate social responsibility Vol. 2: Performances and stakeholders* (pp. 41-64). London: Palgrave Macmillan/European Foundation for Management Development (efmd).

Swanson, D. L., & Orlitzky, M. (2006). Executive preference for compensation structure and normative myopia: A business and society research project. In R. W. Kolb (Ed.), *The ethics of executive compensation* (pp. 13-31). Malden, MA: Blackwell.

Orlitzky, M., Schmidt, F. L., & Rynes, S. L. (2005). Corporate social and financial performance: A meta-analysis [reprint]. In T. K. Dijkstra & J. J. E. M. Grapperhaus (Eds.), *Duurzaamheid en beleggen: Een caleidoscopisch beeld* (pp. 87-130). Dordrecht, The Netherlands: Kluwer.

Orlitzky, M. (2000). Chapter Seven: Survivors' needs and stories after organizational disasters: How organizations can facilitate the coping process (reprint). In J. H. Harvey & B. G. Pauwels (Eds.), *Post-traumatic stress theory: Research and application*, (pp. 127-146). Philadelphia, PA: Brunner/Mazel.

Orlitzky, M. (1997). Developing intellectual ability, moral insight, active involvement, and objectivity through the Ethics Mock Trial Simulation Technique. In J. Post (Ed.) & S. A. Waddock (Vol. Ed.), *Research in Corporate Social Performance and Policy: Supplement 2*, (pp. 201-219). Greenwich, CT: JAI Press.

Conference Proceedings

Orlitzky, M. (2009, May 29). The measurement of corporate social performance: Stakeholder satisfaction and generalizability theory. *Proceedings of the Reputation Institute's 13th International Conference on Corporate Reputation, Brand, Identity, and Competitiveness*, Amsterdam, The Netherlands.

- Erasmus Institute of Management (ERIM) Best Paper award
Comments of the jury:
 - "The paper deals with a topic that is highly relevant for a business's continuity, the measurement of its reputation for corporate social responsibility (CSR)."
 - "The paper provides a firm grounding of the measurement of CSR in psychometric theory, something which has been lacking in the literature so far."

Orlitzky, M. (2007). Doing well by doing good: Objective findings, subjective assumptions, or selective amplification? *Best Paper Proceedings of the Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

- approximately 10% of all submissions are included in *Best Paper Proceedings*

Frenkel, S. J., Orlitzky, M., & Wallace, C. M. (2005). Accounting for absence from work in Australian call centers: Re-enter human relations theory? *International Human Resource Conference Proceedings 2005*.

Orlitzky, M. (2001). Corporate social performance and Generalizability Theory: An outcome-based measure of stakeholder satisfaction and its measurement implications. *Proceedings of the annual meeting of the International Association for Business and Society (IABS)*, ed. by C. P. Dunn & D. Windsor. Sedona, Arizona, 244-247.

Orlitzky, M. & Swanson, D. L. (2001). Introducing a Web site for teaching business and society with film. *Proceedings of the annual meeting of the International Association for Business and Society (IABS)*, ed. by C. P. Dunn & D. Windsor. Sedona, Arizona, 316-317.

Orlitzky, M., & Swanson, D. L. (2000). Constructions of the self: From object relations to stakeholder relations. *Proceedings of the annual meeting of the International Association for Business and Society (IABS) in Burlington, Vermont*, 198-201.

BOOKS

Moon, J., Orlitzky, M., & Whelan, G. (Eds.) (2010). *Corporate governance and business ethics*. Northampton, MA: Edward Elgar.

Orlitzky, M., & Swanson, D. L. (2008). *Toward integrative corporate citizenship: Research advances in corporate social performance*. London: Palgrave Macmillan.

- reviewed by William C. Frederick:
<http://www.williamcfrederick.com/articles%20archive/OrlitzkySwanson.pdf>
- Chapter 4 ("Corporate Social and Financial Performance: An Integrated Review," pp. 83-120) reprinted in: Gond, J.-P., & Moon, J. (2012). *Corporate social responsibility (Vol. II: CSR strategy)*, pp. 440-477). New York: Routledge.
- According to worldcat.org, this book has been acquired by 184 libraries worldwide, including The University of Chicago, Loyola U. Chicago, Northwestern, Texas A & M, Emory, Carnegie Mellon University, University of Virginia, George Mason U., Cornell, Library of Congress, Drexel U., Temple U., Baruch College, McGill U., Boston College, Brandeis U., MIT Libraries, U. C. Berkeley Libraries, University of Oxford, University of Cambridge, University of New South Wales, Bayerische Staatsbibliothek, etc.
- 5.83 citations per year (Source: Google Scholar/*Harzing's Publish or Perish* software)

TECHNICAL REPORTS AND RESEARCH BRIEFS

Orlitzky, M., & Moon, J. (2008). *Report to EABiS: Second European Survey on Corporate Social Responsibility Research, Education and Other Initiatives in Business Schools and Universities*. Nottingham, UK: ICCSR/Nottingham University Business School.

Wallace, C., Frenkel, S., & Orlitzky, M. (2005). *The Australian Call Centre Industry—Work Practices, Human Resource Management and Institutional Pressures: National Benchmarking Report, 2005*. Sydney, NSW: AGSM/Hallis.

Orlitzky, M. (2000). *Corporate social performance: Developing effective strategies*. Centre for Corporate Change, AGSM, Sydney: Research Brief RB004.

OTHER UNREFEREED PUBLICATIONS

Orlitzky, M. (2014, January 6). The dark side of sustainability. *Thought Leader* blog of *Network for Business Sustainability*. URL: <http://nbs.net/the-dark-side-of-sustainability/>

Orlitzky, M. (2013, December). On the irresponsibility of "social responsibility." *Australian Ethics*, p. 11. Sydney, NSW: Australian Association for Professional and Applied Ethics (AAPAE).

Orlitzky, M., & Swanson, D. L. (2010, March). Do executives who prefer exorbitant salaries downplay ethics? [updated version of 2006 paper; reprint] *Decision Line*, 41(2), 11-14. URL: http://www.decisionsciences.org/DecisionLine/Vol41/41_2/dsi-dl41_2dean.pdf [accessed on April 22, 2010].

- Article also featured on http://www.bestthinking.com/business_and_finance/topics [accessed on May 1, 2010].

Swanson, D. L., & Orlitzky, M. (2006, April 4). Do executives who prefer exorbitant salaries downplay ethics? *GoodBusiness* (The Southern Institute for Business and Professional Ethics), online journal: [http://www.southerninstitute.org/Resources-GoodBusiness-Content\(45\).htm](http://www.southerninstitute.org/Resources-GoodBusiness-Content(45).htm) [accessed on April 4, 2006].

Orlitzky, M. (2005, Dec.). Green Fields: On the positive relationships between corporate social, environmental and financial performance (A summary of two award-winning meta-analyses). *Actuary Australia* [<http://www.actuaries.asn.au/PublicSite/pdf/2005/actaust0512.pdf>], Issue 106 (pp. 10-11). Sydney, Australia: Institute of Actuaries of Australia.

Springall, L., & Orlitzky, M. (2005). Befitting the bottom line [Interview about my research program]. *University of Auckland Business Review*, 7(1), 16.

Orlitzky, M. (2001, July). A case for ethics. *AGSM Magazine*, no. 2, 16-19.

Orlitzky, M. (1999, March). A meta-analysis of the relationships between corporate social performance and corporate financial performance. UMI no. AAT 9904332; DAI-A 59/09, 3527.

Rynes, S. L., Orlitzky, M., & Bretz, R. D., Jr. (1996, Summer). Experienced hiring versus college recruiting: Issues and trends. *Journal of Career Planning & Employment*, 50(4), 21-27+.

Web site on Teaching with Film in Business and Society. Part of *Business Ethics Education Initiative's* External Outreach (chaired by Professor Diane Swanson). Web site: <http://www.cba.k-state.edu/departments/ethics/external.htm>

“Business Ethics and Social Responsibility” for AGSM’s MBA (Executive) Program (*Strategic Management II*).

Developed material on ethics and social responsibility for Universitas 21 Global’s online course “Organizational Behavior.”

CONFERENCE AND INVITED PRESENTATIONS

Orlitzky, M. (2015, Dec. 7). *The false individualism manifested in theories of corporate social responsibility*. Fifth Annual ABEN conference, University of Sydney, NSW, Australia.

Sandhu, S., Orlitzky, M., & Louche, C. (2015, August 11). *How national background conditions shape the economic payoffs of corporate environmental performance*. Academy of Management annual conference, Vancouver, Canada.

Smith, P., Callagher, L., Orlitzky, M. & Huang, X. L. (2014, September). *Empirical generalizations about alliance scope, experience, and structure in the biotechnology sector*. Annual International Conference of the Strategic Management Society, Madrid, Spain.

Orlitzky, M. (2014, Aug. 5). *The new statistics require new social and organization theories*. Symposium "The size of organization science: The role of practical significance in management theory," organized by M. W. McCarter & D. V. Krasikowa. Sponsored by Research Methods (RM), Organizational Behavior (OB), and Organization and Management Theory (OMT) divisions. Academy of Management annual conference, Philadelphia, PA.

Orlitzky, M. (2014, June 6). *The problem with statistical significance testing—and the solution*. Doctoral seminar, Australian School of Business, University of New South Wales (UNSW), Sydney, Australia.

Orlitzky, M. (2014, June 5). *The paradox of corporate social responsibility*. Australian School of Business, University of New South Wales (UNSW), Sydney, Australia.

Orlitzky, M. (2014, May 22). *The paradoxical effects of corporate social responsibility*. Internal research seminar, Group for Research on Integrity and Governance, Hawke Research Institute, UniSA, Adelaide, SA.

Orlitzky, M. (2013, October 25). *Some thoughts on the unintended consequences of corporate social responsibility*. Executive Leadership Seminar, UniSA, Adelaide, SA.

Orlitzky, M., Gond, J.-P., Louche, C., & Chapple, W. (2013, August 12). *Corporate stakeholder responsibilities decomposed: A multilevel exploratory study*. Academy of Management annual conference, Orlando, FL.

Busch, T., Bauer, R., & Orlitzky, M. (2013, July 4-6). Convenor of sub-theme *Sustainable development and financial markets: Connections, pitfalls and options*. 29th EGOS Colloquium, Montreal, Canada.

Orlitzky, M. (2013, June 27). *Can managers of large multinational companies really choose their organizations' level of corporate social responsibility?* Australian Association for Professional and Applied Ethics annual conference, Fremantle, WA.

Orlitzky, M. (2013, June 19). *Constant renewal in research collaborations*. School of Management Research Day, UniSA, Adelaide, SA.

Orlitzky, M. (2012, August 7). *Corporate social responsibility, noise, and stock market volatility*. Academy of Management annual conference, Boston, MA.

Orlitzky, M. (2012, June 18-22). *Corporate Strategy*. Graduate School of Credit and Financial Management, National Association of Credit Management, Dartmouth College, Hanover, NH.

Orlitzky, M. (2011, Nov. 11-13). *Strategic corporate social responsibility*. Distinguished Guest Professor, Ph.D./DBA program, Center for Values-Driven Leadership, Benedictine University, Lisle, IL.

Orlitzky, M. (2011, June 13). *Truth makers: Academics' social construction of strategic social responsibility in different business disciplines*. By invitation at conference "Unpacking sustainability metrics: On the social construction and social uses of sustainability/social responsibility standards and metrics," convened at HEC Montreal by A. Acquier, D. Etzion, and J.-P. Gond, co-sponsored by McGill University.

Orlitzky, M., Gond, J.-P., Louche, C., & Chapple, W. (2010, September). *Agency and structure in corporate stakeholder responsibility: Economic and institutional explanations*. Nominated for Best Paper award and presented at Annual Conference of the Strategic Management Society, Rome, Italy.

Ceranic, T. L., Litzky, B., Brown, J., Calvano, L., Grosvold, J., Johnson-Cramer, M., Kidder, D., & Orlitzky, M. (2010, Aug.). *We know it's important, but how do you teach that?! Pedagogical techniques in SIM-related courses*. Professional Development Workshop presented at the Academy of Management annual conference, Montreal, Canada.

Orlitzky, M. (2009, Sep.). Co-organizer of and discussant in *Business & Society* (Special Issue) Paper Development workshop. University at Albany, SUNY.

Orlitzky, M. (2009, Aug.). Discussant in SIM/ONE Paper Development workshop. Academy of Management conference, Chicago, IL.

Orlitzky, M., Litzky, B., Brown, J., Ceranic, T. L., & MacLean, T. (2009, Aug.). *Time for new topics in management? Perceptions of sustainability and other topics in the classroom*. Professional Development Workshop presented at the Academy of Management annual conference, Chicago, IL.

Orlitzky, M. (2009, June 16). *The measurement of corporate citizenship: Stakeholder satisfaction and generalizability theory*. Fakultätskolloquium at Technical University Dresden, Germany.

Orlitzky, M. (2009, May 29). *The measurement of corporate social performance: Stakeholder satisfaction and generalizability theory*. Reputation Institute's 13th International Conference on Corporate Reputation, Brand, Identity, and Competitiveness, Amsterdam, The Netherlands.

- Erasmus Institute of Management (ERIM) Best Paper award
Comments of the jury:
 - "The paper deals with a topic that is highly relevant for a business's continuity, the measurement of its reputation for corporate social responsibility (CSR)."
 - "The paper provides a firm grounding of the measurement of CSR in psychometric theory, something which has been lacking in the literature so far."

Orlitzky, M. (2009, May- July). *Introduction to quantitative methods in social science research* [6 sessions]. Technical University Dresden, Faculty of Business and Economics, Dresden, Germany.

Orlitzky, M. (2009, May 26). *Ph.D.-level research seminar: Publishing quantitative research in Anglo-American journals – corporate performance and stakeholder management*. Technical University Dresden, Faculty of Business and Economics, Dresden, Germany.

Orlitzky, M. (2008, Nov. 7). *Strategic CSR: Suggestions emerging from research integrations*. Corporate Social Responsibility conference organized by Professor George Brenkert. Georgetown University Law Center, Washington, DC.

Orlitzky, M., & Moon, J. (2008). *A survey of CSR education: Trends, comparisons, processes*. Paper presented at the Academy of Management conference, Anaheim, CA.

Chapple, W., Gond, J.-P., Orlitzky, M., & Louche, C. (2008). *The influence of institutional varieties of capitalism on corporate stakeholder responsibility*. Paper presented at the Academy of Management conference, Anaheim, CA.

Whelan, G. & Orlitzky, M. (2008). *On the effectiveness of social and environmental accounting*. Paper presented at the Academy of Management conference, Anaheim, CA.

Orlitzky, M. (2007). *Doing well by doing good: Objective findings, subjective assumptions, or selective amplification?* Paper presented at the Academy of Management conference, Philadelphia, PA. Selected for inclusion in 2007 *Best Paper Proceedings*.

Orlitzky, M. (2007). *The meaning and measurement of "doing good" at the company level of analysis*. Paper presented at the Academy of Management conference, Philadelphia, PA.

Orlitzky, M. (2006). *Bringing the power of film to business ethics research and teaching*, Symposium (organized by Christopher Michaelson), contribution of handout *Ethics in Film on the Web: A List of Select Internet Resources*, Academy of Management conference, Atlanta.

Orlitzky, M. (2006). *Bringing the power of film to business ethics research and teaching*, Symposium (organized by Christopher Michaelson), contribution of handout *Ethics in Film on the Web: A List of Select Internet Resources*, Society for Business Ethics conference, Atlanta.

Orlitzky, M. (2005, Oct. 27). *What do quantitative data really mean?* Faculty Research Seminar, University of Auckland, New Zealand.

Orlitzky, M., & Swanson, D. L. (2005). *Corporate social responsibility and human resource management: Toward an extended model*. Paper presented at Academy of Management conference, Hawaii.

Orlitzky, M. (2005, July 28). *Pathways to the high-performance workplace*. Mini-conference organized by P. Boxall & P. Haynes, U. of Auckland (Tamaki campus), New Zealand.

Wallace, C., Frenkel, S., & Orlitzky, M. (2005). *Accounting for absence from work in Australian call centers: Re-enter Human Relations theory?* Australian Centre for Research in Employment and Work (ACREW), Melbourne, Australia.

Swanson, D. L., & Orlitzky, M. (2004, Oct.). *Executive preference for compensation structure and normative myopia: A business and society research project*. Paper presented at Japha Symposium for Business and Professional Ethics. Accepted by Bob Kolb, University of Colorado at Boulder.

Frenkel, S., & Orlitzky, M. (2004, June). *Pathways to high performance workplaces in Australia*. Paper presented at High Performance Workplaces conference organized by Australian Government (Office of the Employment Advocate), Sydney, Australia.

Orlitzky, M. (2004, July). *AACSB Roundtable on Ethics: Select ethics exercises* included in keynote speech by Professor Diane Swanson.

Orlitzky, M., & Swanson, D. L. (2002). *Exploring individual differences in normative myopia: Executives' personality factors, pay preferences, and ethics of care*. Paper accepted by Melissa Baucus (SIM) and Denise Rousseau (Shared Interest Track) for the Academy of Management meeting, Denver, CO.

Orlitzky, M. (2001, Dec. 7). *Communication functions as predictors of group decision-making effectiveness: A meta-analysis*. Paper presented at annual Conference of the Australian and New Zealand Academy of Management (ANZAM), Auckland, New Zealand.

Orlitzky, M. (2001, June 30). *Does firm size confound the relationship between corporate social performance and firm financial performance?* Paper presented at Accountability Interest Group (AIG) Symposium of Accounting Association of Australia and New Zealand (AAANZ) in Auckland, New Zealand.

Orlitzky, M. (2001, March). *Corporate social performance and generalizability theory: An outcome-based measure of stakeholder satisfaction and its measurement implications*. Paper presented at annual meeting of International Association for Business & Society (IABS) in Sedona, AZ.

Orlitzky, M., & Swanson, D. L. (2001, March). *How Films Can Contribute to Student Learning in Business & Society Courses*. Paper presented at annual meeting of International Association for Business & Society (IABS) in Sedona, AZ.

Orlitzky, M., & Swanson, D. L. (2001, March). *The Cult of Homogeneity and Assimilation: An Ethical Deconstruction of the HRM Fit Literature*. Paper presented at annual meeting of International Association for Business & Society (IABS) in Sedona, AZ. March 2001.

Orlitzky, M., & Swanson, D. L. (2000, Aug.). *Perspectives on social issues in management: A "binary dilemma"?* Caucus organized at the Academy of Management meeting, Toronto, Canada.

Orlitzky, M. (2000, May 24). *Corporate social responsibility and financial performance*. Paper presented at Research Brief Evening organized by the Centre for Corporate Change, AGSM, Sydney.

Orlitzky, M., & Swanson, D. L. (2000, March). *Constructions of the self: From object relations to stakeholder relations*. Paper presented at annual meeting of the International Association for Business & Society in Burlington, Vermont.

Orlitzky, M., & Benjamin, J. D. (1999, Aug.). *Corporate Social Performance and Firm Risk: A Meta-Analytic Review*. Paper presented at the Academy of Management meeting, Chicago, IL.

Orlitzky, M., & Benjamin, J. D. (1999, Aug.). *The Effects of Gender Diversity and Team Coaching on Small-Group Performance in a Student Case Competition*. Paper presented at the Academy of Management meeting, Chicago, IL.

Orlitzky, M. (1998, Nov.). *De-Pathologizing Narcissism in Organizations*. Paper accepted for Fourth Annual Conference of the Association for the Psychoanalysis of Culture & Society (APCS). Emory University, Atlanta, GA.

Orlitzky, M. (1997, Aug.). *Communication Functions and Group Performance: A Meta-Analysis of the Functional Theory of Group Decision Making*. Paper presented at the Academy of Management meeting, Boston, MA.

Orlitzky, M., & Hirokawa, R. (1997, Nov.). *To Err Is Human, To Correct For It Divine: A Meta-Analysis of the Functional Theory of Group Decision-Making Effectiveness*. Paper presented at the National Communication Association (NCA, formerly SCA) convention, Chicago, IL.

Orlitzky, M., & Charles, K. (1996, Nov.). *Goal-Achievement and Reduction of Ambiguity: A Generative Mechanism Explaining Effectiveness in Group Decision-Making*. Paper presented at the Speech Communication Association convention, San Diego, CA. Won Best Student Paper award.

RESEARCH IMPACT

- 1113 cumulative citations on *Web of Science/Social Sciences Citation Index (SSCI)*
 - Comparison to business professors' research standards reported in study by Fische (1998, "What are the research standards for full professor of finance?" *The Journal of Finance*):
 - ✓ Average research impact of recently promoted full professors at top 20 finance departments in the USA: 448 cumulative citations in SSCI

- ✓ Average research impact of recently promoted full professors at U.S. finance departments ranked 21-96: 150 cumulative citations in SSCI
 - 5,755 total citations on Google Scholar
 - 319.72 cites/year
 - 79.93 cites/paper
 - g-index = 72
 - h-index = 21
 - Age-weighted citation rate (AWCR) = 566.04
 - AW-index = 23.79
 - Age-weighted citation rate per author (AWCRpA) = 270.07
- (Source: *Google Scholar/Harzing's Publish or Perish* software output unless noted otherwise)

HONORS AND OTHER SPECIAL COMMENDATIONS

- Winner, 2004 Moskowitz award for outstanding quantitative research relevant to the social investment field (for Orlitzky, Schmidt, & Rynes, 2003). The sponsors of the Moskowitz Prize are Calvert Group, First Affirmative Financial Network, KLD Research & Analytics Inc., Nelson Capital Management, Rockefeller & Co., and Trillium Asset Management Corporation. The Moskowitz Prize is awarded each year to the research paper that best meets the following criteria: 1) practical significance to practitioners of socially responsible investing; 2) appropriateness and rigor of quantitative methods; and 3) novelty of results.
- In a list of 75 seminal, most cited articles in the field of Business & the Natural Environment (list compiled by A. J. Hoffman in July 2011), Orlitzky et al.'s (2003) "Corporate social and financial performance: A meta-analysis" was ranked no. 4 in terms of normalized citation counts by year. Source: http://oneaomonline.blogspot.com/2011/07/thirty-five-years-of-research-on_13.html . (Articles ranked 1-3 were published in time period of 1995-1997, so are at least 6 years older than this meta-analysis.)
- Winner, 2001 Best Article Award (for "Corporate social performance and firm risk: A meta-analytic review," *Business & Society*, 40:4, pp. 369-396), given by International Association for Business and Society (IABS) in association with *California Management Review*.
- Outstanding Reviewer Award, *Academy of Management Journal*, 2006-2007
- Erasmus Institute of Management (ERIM) Best Paper award (for "The measurement of corporate social performance: Stakeholder satisfaction and generalizability theory"), Reputation Institute's 13th International Conference on Corporate Reputation, Brand, Identity, and Competitiveness, Amsterdam, The Netherlands, May 2009.
 - Comments of the jury:
 - "The paper deals with a topic that is highly relevant for a business's continuity, the measurement of its reputation for corporate social responsibility (CSR)."
 - "The paper provides a firm grounding of the measurement of CSR in psychometric theory, something which has been lacking in the literature so far."
- Finalist, 2011 Best Article Award in *Business Ethics Quarterly* (for single-authored article "Institutional logics in the study of organizations: The social construction of the relationship between corporate social and financial performance," *Business Ethics Quarterly*, 21(3), pp. 409-444). *BEQ* Editor Denis Arnold: "One of the three best articles published in *BEQ* in 2011."
- Business Strategy Game simulation (bsg-online.com), 3 of 7 teams made it into Global Top 100, Nov.-Dec. 2008.

- Business Strategy Game simulation (bsg-online.com), 1 of 8 teams made it into Global Top 100, April 2009.
- Business Strategy Game simulation (bsg-online.com), 1 of 10 teams made it into Global Top 100, February 2010.
- Business Strategy Game simulation (bsg-online.com), 2 of 8 teams were named world's "Most Outstanding Corporate Citizens" (listed for the past 12 months by country), Nov.-Dec. 2008. To be eligible for listing as a "Most Outstanding Corporate Citizen", a company must have earned at least two Gold Star Awards for Corporate Citizenship -- these awards are presented annually by the World Council for Exemplary Corporate Citizenship to the company in each industry that spends the highest percentage of revenues on corporate social responsibility and citizenship initiatives.
- *Sage Encyclopedia of Business Ethics and Society* (to which I contributed ten entries) received two awards:
 - Choice Award from the American Library Association as an Outstanding Academic Title
 - Outstanding business reference work by Reference and Users Association of American Library Association
- Invited twice to participate in University of Oxford Ethics Round Table (2009 and 2010).
- AACSB Roundtable on Ethics: Ethics exercises included in a keynote speech by Professor Diane Swanson, July 2004
- Finalist, Gouran Award selection in Group Division of National Communication Association, 2003
- Beta Gamma Sigma (B Γ Σ) Business Honors Society, inducted in 1999, current (academic recognition of doctoral studies grade point average of 4.00)
- Best Student Paper, Interpersonal and Small Group Interaction Division of Speech Communication Association (now National Communication Association), November 1996
- Doctoral Fellowship, George Washington University, 1997-1998
- Full-time, merit-based scholarship at American University, 1990-94
- *Summa Cum Laude* Graduate, American University, 1994
- Graduation with University Honors in Business Administration, American University, 1994
- Annual College Award for Outstanding Scholarship at the Undergraduate Level, American University, 1994
- Stanley I. Posner Memorial Award, American University, 1994
- Certificate of Commendation, Young Scholars' Award 1993-94 Finalist, Cosmos Club Foundation, 1994 for paper *The objective manifestation of intent and the "meeting of the minds"*; American University, Washington, D.C.
- GEICO Achievement Award, American University, 1993
- Dean's List, American University, 1990-94
- Honor Society of Phi Kappa Phi, American University, 1990-1994
- Epsilon Chi Omicron (International Business Honors Society), American University, 1993-1994
- Golden Key National Honor Society, Current
- Mortar Board Senior Honor Society, American University, 1992-1993

COMMITTEE WORK AND OTHER SERVICE

- Co-Editor (with Timothy M. Devinney) of *Annals in Social Responsibility*, URL: <http://emeraldgroupublishing.com/asr.htm> , 2014-
- Editorial Review Board, *Business Ethics Quarterly*, 2014-2016.
- Editorial Review Board, *Business Ethics Quarterly*, 2011-2013.

- Editorial Review Board, *Academy of Management Perspectives*, 2016-2018.
- Editorial Review Board, *Academy of Management Journal*, 2008-2010 (Editor Duane Ireland extended new invitation, based on my “excellent reviews” in previous three years).
- Editorial Review Board, *Academy of Management Journal*, 2005-2007.
- Editorial Review Board, *Journal of Management Control*, 2011-present
- Editorial Review Board, *Corporate Social Responsibility and Environmental Management*, 2014-
- Editorial Board member of *Sage Encyclopedia of Business Ethics and Society* (2nd ed.), 2014-
- Editorial Board member of *Asian Journal of Sustainability and Social Responsibility* (published by Springer), 2015-.
- Guest Editor (with D. Siegel and D. Waldman), Special Issue of *Business & Society* (Corporate Social Responsibility and Environmental Sustainability), 2008-2011.
- Guest Editor (with T. Busch and R. Bauer), Special Issue of *Business & Society* (Sustainable Development and Financial Markets), 2012-2016.
- Guest Editor (with G. Whelan & J. Moon), Special Issue of *Journal of Business Ethics* (Spheres of Influence/Spheres of Responsibility: Multinational Corporations and Human Rights), 2008-2009.
- Editorial Board member of *Sage Encyclopedia of Business Ethics and Society*, 2005-2006.
- Editorial Board member, *Issues in Social and Environmental Accounting*, 2007-.
- Editorial Board member, *Ethics in Film*, 2005-2008.
- Special editorial adviser to the editor (Duane Windsor), *Business & Society*, 2008-2010.
- Ad-hoc reviewer for *Strategic Management Journal*, 2012-present
- Ad-hoc reviewer for *Journal of Management Studies*, 2002-2003, 2008, 2013-present
- Ad-hoc reviewer for *Organization Studies*, 2011-present
- Ad-hoc reviewer for *Organization & Environment*, 2015.
- Ad-hoc reviewer for *British Journal of Management*, 2014.
- Ad-hoc reviewer for *Public Administration Review*, 2014.
- Ad-hoc reviewer for *Personnel Psychology*, 2012.
- Ad-hoc reviewer for *Business Ethics Quarterly*, 2007-2011.
- Ad-hoc reviewer for *California Management Review*, 2011.
- Ad-hoc reviewer for *Corporate Governance: An International Review*, 2008-2011
- Ad-hoc reviewer for *Organizational Research Methods*, 2006, 2012-2013.
- Ad-hoc reviewer for *Academy of Management Journal*, 2001-2002, 2004, 2013.
- Ad-hoc reviewer for *Academy of Management Review*, 2004-2005.
- Ad-hoc reviewer for *Journal of Managerial Finance*, 2007.
- Ad-hoc reviewer for *Business & Society*, 2001-2002, 2007-2008, 2011-2012.
- Ad-hoc reviewer for *Journal of Business Ethics*, 2002, 2006-2008, 2013, 2015.
- Ad-hoc reviewer for *Journal of Small Business Management*, 2013.
- Ad-hoc reviewer for *Organizational Behavior and Human Decision Processes*, 2004.
- Ad-hoc reviewer for *Metroeconomica*, 2009.
- Ad-hoc reviewer for *Australian Journal of Management*, 2001-2002, 2006, 2009-2010.
- Reviewer for Australian Research Council, 2014.
- Reviewer for Netherlands Organisation for Scientific Research (NWO), Innovation Research Incentives Scheme, 2012-2013.
- Advisory panel member, Valuing sustainability (metrics for the business case for sustainability), Network for Business Sustainability (nbs.net), 2013-.
- Research proposal review panel, Luisa Girolamo, 2014.

- Research proposal review panel, Malik M. Sheryar Khan, 2013.
- Research proposal review panel, Maria Jimenez, 2013.
- Research proposal review panel, Samudi Perera, 2013.
- Member, Group for Research in Integrity and Governance, Hawke Research Institute, UniSA, 2014-2015.
- Visiting Fellow, International Centre for Corporate Social Responsibility (ICCSR), Nottingham University Business School, 2009-2011.
- Visiting Professor, Technical University Dresden, May-July 2009.
- Chair, ONE Communications Team, Academy of Management, 2011-2012.
- Elected member, ONE Program Team, Academy of Management, 2013-2015.
- Elected member, ONE Publications Team, Academy of Management, 2009-2011.
- Reviewer, *Business Ethics: Concepts and cases* 6th ed., by Manuel G. Velasquez, Pearson Prentice Hall, 2007.
- Faculty Senator representing Division of Business and Engineering, Penn State University Altoona, 2009-2012
- Reviewer for Netherlands Organisation for Scientific Research, Social Sciences (“Gebied voor Maatschappij- en Gedragwetenschappen”), 2007
- Reviewer for *Academy of Management Journal* Special Research Forum “Knowledge Transfer between Academics and Practitioners,” 1998-2000
- Reviewer for *Academy of Management Journal* Special Research Forum “The Management of Organizations in the Natural Environment,” 1998-1999
- Invited reviewer for Special Issue of *Journal of Business Ethics* (“Ethical investment and corporate social responsibility”), 2003
- Judge, Business Case Competition, Penn State Altoona, November 2011.
- Collaborator with Anders Magnusson on stakeholder value creation at Swedish company Sveaskog, 2008-2009.
- Member, Division Head Nominating Committee, Penn State University Altoona, 2008-2009.
- Discussion leader (with Duane Windsor) of SIM Roundtable discussion on cheating in B-Schools, Academy of Management, Aug. 2007.
- Member of university-wide working group, development of graduate program in Social Science Research Methods, 2005-2006
- Chair, Academy of Management’s Curriculum Development Committee (SIM Division), 2005-2006
- Chair, MER Undergraduate Committee, University of Auckland, 2004-2005
- Co-Chair (with Professor Diane Swanson) of the Academy of Management’s Curriculum Development Committee (SIM Division), 2004-2005
- Member, Academy of Management’s Curriculum Development Committee (SIM Division), 2006-2009
- Elected to Academy of Management’s Organizations & the Natural Environment (ONE) Greening Team, 2005-2008
- Member of the Advisory Committee for Initiative Outreach, chaired by Bill Frederick (which is part of the *Ethics Education Initiative*, sponsored by the College of Business Administration at KSU and chaired by Diane Swanson). Web site: <http://www.cba.k-state.edu/departments/ethics/index.htm>
- Member of SIM division’s Curriculum Committee (which is chaired by Diane Swanson), appointed by SIM Division Chair Melissa Baucus (2003-2004).

- Member of *The Ethics Network: Practice and Productivity*, chaired by Dr. Peter Bowden, University of Sydney.
- ONE session chair at 2003 Academy of Management conference in Seattle, WA
- SIM discussant at 2003 Academy of Management conference in Seattle, WA
- Reviewer for Faculty Research Grants (ARC small grants), 2002
- Member of 2002 IABS Best Article Award Committee
- Reviewer for Social Issues in Management (SIM) Division for the Academy of Management meetings, 2000-2003, 2005, 2007-2008, 2012
- Reviewer for Organizations and the Natural Environment (ONE) Interest Group/Division for the Academy of Management meetings, 2003, 2007-2009, 2012-2013
- Reviewer for Organization and Management Theory (OMT) Division for the Academy of Management meetings, 2003
- Reviewer for Business Policy and Strategy (BPS) Division for the Academy of Management meetings, 2008-2009, 2012-2013
- Reviewer for Management Education and Development (MED) Division for the Academy of Management meetings, 2002
- Reviewer for IABS meetings 2001
- Reviewer for *Research in Corporate Social Performance and Policy: Supplement 2 (1997)*
- Supervisor of UniSA doctoral students Tracey Dodd and Jay Joseph, 2014-present.
- Supervisor of James Gifford's Master's thesis "Socially responsible investment: The costs and benefits of screening and shareholder activism" (Mark: High Distinction), UNSW, 2003.
- Coordinator of OB research seminar series, UNSW, 1999-2001
- Junior faculty representative on Dean's Advisory Council, UNSW, 2002
- Member of AGSM's AACSB Accreditation Committee, UNSW, 2000-2001
- Faculty Selection Committee, Kogod College of Business Administration, American University, 1994

RESEARCH GRANTS

- Competitive summer research grant awarded by the College of Business Administration at Kansas State University (USA) in 2014 for a study in corporate governance.
- UniSA School of Management Research Grant, Project: *Integrity in Business and Management: Theory and Cases*. Chief Investigator. Other principal investigators: Gido Mapunda, Christina Scott-Young, Aise Kim, Manjit Monga, Tony O'Malley.
- UniSA School of Management Research Grant, Project: *Listening to both sides of the story: Understanding signaling strategies of skilled migrant jobseekers and recruiters' interpretations*. Collaborator. Chief Investigator: Shruti Sardeshmukh.
- Penn State Undergraduate Research Grant (Marina Stephens), 2009.
- Research grant, "HRM in call centers," Research Office of The University of Auckland Business School, 2004.
- Research grant, "Small-group decision making," Dept. of MER, University of Auckland, 2004.
- Course development grant for "Images of Work and Organization," University of Auckland, 2004.
- Australian Research Council grant for global HRM study of call centers, AGSM, UNSW. Principal investigator: Steve Frenkel; 2004.

- Grant by Australian Research Council, administered by Centre for Corporate Change (CCC), AGSM, UNSW, for a project on executive values, personality traits, and compensation. Co-investigator: Diane Swanson; 2000-2003.
- Ponder research grants, University of Iowa, Summers 1995 and 1997.

MEDIA (AND OTHER) ATTENTION TO MY RESEARCH

- Research cited on pages 554 (Endnote 137) and 562 in Gulati, R., Mayo, A. J., & Nohria, N. (2013). *Management* (Prelim. ed.). Mason, OH: South-Western CENGAGE Learning.
- Research cited on pages 35 and 47 in Grant, R. M., & Jordan, J. (2012). *Foundations of strategy*. Chichester, UK: John Wiley & Sons, Ltd.
- Research cited on pages 37 and 60 in Grant, R. M. (2010). *Contemporary strategy analysis* (7th ed.). Malden, MA: Blackwell.
- Research cited on page 83 of V. Harper Ho's (2010) article "Enlightened shareholder value: Corporate governance beyond the shareholder-stakeholder divide," *The Journal of Corporation Law*, 36(1), 61-112.
- Research cited on page 279 of Kanter, R. M. (2009). *Supercorp: How vanguard companies create innovation, profits, growth, and social good*. New York: Crown.
- Research cited on page 31 of Thorne, D. M., Ferrell, O. C., & Ferrell, L. (2011). *Business & Society: A strategic approach to social responsibility and ethics* (4th ed.). Mason, OH: South-Western.
- Interview, Michael Laff, editor, *Training & Development* magazine published by American Society for Training & Development, Nov. 21, 2008. Reference to my research in his article "Triple bottom line: Creating corporate social responsibility that makes sense" URL: http://www.astd.org/TD/Archives/2009/Feb/Free/0902_Triple_Bottom_Line.htm
- Positive review of my 2003 meta-analysis in the WBCSD's critique of Prof. David Vogel's book *The Market for Virtue* (Source: SocialFunds.com and <http://www.wbcd.org/plugins/DocSearch/details.asp?type=DocDet&ObjectId=MTYyOTY>).
- A copy of one of my studies was prominently featured on <http://www.global100.org/> , which is associated with the World Economic Forum in Davos, Switzerland, available from May 2004 to Jan. 2009.
- Research mentioned in Roland Kölsch's presentation "Nachhaltigkeitsanalyse: Auf der Suche nach Chancen und Risiken," Deputy Head of SRI and Senior Portfolio Manager, Dexia Asset Management, March 2007.
- Research cited in Grant, R. M., *Contemporary strategy analysis* (6th ed.), Malden, MA: Blackwell, 2008, pp. 36 and 62.
- Doreen Hemlock, It's all good: Social awareness now a corporate requirement, *South Florida Sun-Sentinel*, March 11, 2007, p. E.1, Business & Money section, http://www.sun-sentinel.com/business/local/sfl-sbcsr11mar11_0,466961.story?coll=sfla-business-headlines [last accessed on March 12, 2007]
- Edward Iwata, Businesses grow more socially conscious, *USA Today*, February 14, 2007: http://www.usatoday.com/money/companies/2007-02-14-high-purpose-usat_x.htm [last accessed on Feb. 14, 2007]
- Annie Duncan, By the numbers: New research shows that CSR really does improve financial performance, *Business Community Intelligence* [ourcommunity.com.au] (sponsored by Deloitte), May 4, 2006, pp. 30-31.

Edward Iwata, How Barbie is making business a little better, *USA Today*, March 26, 2006: http://www.usatoday.com/money/companies/2006-03-26-corporate-responsibility_x.htm [last accessed on Feb. 14, 2007]

Louise O'Halloran, Executive Directive of Ethical Investment Association, called my CSP meta-analysis the "mother of all studies" in *Australian Financial Review*, April 21, 2005, "SRI—The New Investment Style," p. 20.

Business Ethics magazine cover story "Holy Grail Found" by Marjorie Kelly (Winter 2005): http://www.business-ethics.com/current_issue/winter_2005_holy_grail_article.html (not accessible anymore; but full text available here: <http://www.c4cr.org/article20.html>)

The Age, "Growing belief in CSR challenges neoclassical nostrums" by Ben Neville, 9 February 2006.

Interviewed by Annie Duncan for *Business Community Intelligence*, March 2006.

Australian Financial Review, 1 March 2005, "There's a sunnier side to call centres."

The Australian, Oct. 2, 2002, "Philanthropy is good for profits," Business section, p. 23.

Australian Financial Review, Oct. 2, 2002, "Good corporate citizens are better performers – study."

Government News (governmentnews.com.au), published by the Intermedia Group, featured my research in the article "Adding it up" (Nov. 2002, vol. 22, no. 10, pp. 14-15).

Business Week Online (June 13, 2002): "Where can execs learn ethics?"

AAP note, Oct. 2, 2002, "Good corporate citizens are better performers – study."

Superfunds (published by Insurance Australia Group [IAG]): Corporate citizenship pays off (Dec. 2002-Jan. 2003)

Australian Financial Review, March 25, 2003, "Pratt's last big splash," p. 77.

Various requests for copies of my research on corporate social responsibility, e.g., from Canberra Parliamentary Library, Ernst & Young, Melbourne Office of Corr Chambers Solicitors, Alfa Group Consortium (one of Russia's largest financial industrial conglomerates), Sweden's Folksam Asset Management, As You Sow Foundation in San Francisco (Nishita Bakshi), and others.

Radio interview about my work on CSP/CFP on syndicated *Business Break* with Dennis Rutzou (recorded on March 19, 2003; broadcast in three parts during week of 24 March 2003.)

Business News (Western Australia): "Coverage of AGSM study into the link between CSR and financial performance"

M2 Newswire, 19 September 2002, "K-State Professor studies worrisome trends in executives' preference for pay." (Also in *Ascribe News*, 18 Sept. 2002)

The Topeka-Capital Journal, 12 August 2002, "Business ethics topic of meeting in Denver."

Daniel Riordan, Baldwin Boyle Group (PR consultants), requested copy of forthcoming efmd book chapter on CSR and CFP.

Regula Ritter-Bosshard, Sustainability Analyst, SAM Research, Zürich, Switzerland

Forum For the Future and CIS (2 organizations in the UK) mention my research program on CSR in their report *Sustainability Pays* (July 2002).

Reprints of "When employees become owners: Can employee loyalty be bought?" (in *Trends in Organizational Behavior*) and the meta-analysis in *Organization Studies* (2003) requested by Dr. Ronald Riggio, Kravis Leadership Institute, Claremont McKenna College, California.

MEMBERSHIP IN PROFESSIONAL AND SCHOLARLY ORGANIZATIONS

- Academy of Management, current

- Society for Business Ethics (SBE), current
- European Group for Organizational Studies (EGOS), current
- Strategic Management Society, current
- International Association for Business and Society (IABS), 1996-2003
- American Sociological Association (ASA), 1996-2012
- National Communication Association, 1996-1997

PROFESSIONAL DEVELOPMENT

- CARMA workshop on meta-analysis, November 2013.
- *Giving Voice to Values* online workshop series, September-November 2015.
- Supervising@UniSA workshop, June 2013.
- Seminar for new course coordinators, UniSA, Feb. 2013.
- Certificate, Course in College Teaching, Penn State University Altoona, February-April 2011
- Workshop on Excel as a database, University of Nottingham, 29 Feb. 2008
- Workshops on lecturing skills, student thesis supervision, online education tools (CECIL), essay marking, and teaching of Asian students at The University of Auckland's Centre for Professional Development
- Improving Lectures workshop, UNSW Network In Learning & Teaching, 17 Oct. 2003
- Problem-Based Learning workshop, UNSW Network In Learning & Teaching, 14 Oct. 2003

OTHER MEMBERSHIPS

- Mises Academy, 2014-present.
- Ronald Reagan Presidential Foundation
- World Wildlife Fund, Washington, DC, 1994-1998
- Zoos SA, current
- C. G. Jung Foundation for Analytical Psychology, New York City, 1998-1999