

# Governance, People & Ethical Decision-making



**150** YEARS

## 14th Annual Australasian Business Ethics Network (ABEN) Hybrid Conference The University of Adelaide

Nexus 10, Level 1, 10 Pulteney Street, Adelaide

**28-29 November 2024**

*Note: "(V)" in the program refers to a virtual (online) presentation and time is based on South Australia time*

Santos Lecture Theatre

Room 128

Room 129

**Please note : Only registered participants can access the zoom room links for the conference sessions**

## PROGRAM: Thursday 28 November 2024

8.30	<b>Registration Open / Welcome Coffee &amp; Tea</b>		
9.00	<b>ABEN Welcome / Welcome to Country</b> (Santos Lecture Theatre) Dr Alessandro Bressan, ABEN Chair / Uncle Rod		
9.05	<b>Opening Remarks</b> Dr Tracey Dodd, Director Research, Senior Lecturer, The University of Adelaide to introduce Professors Jessica Gallagher and Noel Lindsay Prof Jessica Gallagher, Deputy Vice-Chancellor (External Engagement), The University of Adelaide Prof Noel Lindsay, Dean of Business, Adelaide Business School and Pro Vice Chancellor Entrepreneurship Dr Alessandro Bressan to introduce Professors Islam and Greenwood		
9:20	<b>Journal of Business Ethics Editor-in-Chief Address</b> Prof Gazi Islam, <i>People Organisations and Society</i> , Grenoble Ecole de Management, Co-Editor-in-Chief, Journal of Business Ethics (virtual presentation) Prof Michelle Greenwood, Monash University, Co-Editor-in-Chief, Journal of Business Ethics (in-person) Questions and Answer session		
<b>10.00-10.30 Morning tea &amp; coffee break: Santos Lecture Theatre</b>			
Concurrent sessions	<b>Session 1</b> <b>Governance and Ethical Decision Making</b>	<b>Session 2</b> <b>Sustainability and Greenwashing</b>	<b>Session 4</b> <b>Methodology and Philosophy</b>
Room	Santos Lecture Theatre	Room 128	Room 129
Chair	Will Harvey	Wali Ullah	Alice Gibson
10.30	<a href="#"><i>Governance as play and support: governance when someone else is legally responsible</i></a> , Harris#11	<a href="#"><i>Workforce Quality and Corporate Greenwashing</i></a> , Abdullah et al.#17	<a href="#"><i>Do as I Say not as I Do – how a policy driven mindset encourages bad behaviour at the top</i></a> , Ping#1
10.55	<a href="#"><i>The Role of Private Governance Standards in Social Upgrading in Global Value Chains</i></a> , Islam and Zhu#18	<a href="#"><i>Decarbonisation, Compensation to Innovation: A Systematic Literature Review on Carbon Trading Policy and Firms' Green Innovation</i></a> , Jiang et al.#50	<a href="#"><i>Responsibly Informing the academic and business communities: The ethical implications of methodological jargon</i></a> , Sandiford#30
11.20	<a href="#"><i>New Perspectives on Social Purpose</i></a> , Harvey, Newman and Ward-Christie#42	<a href="#"><i>Risks Management of Floating Structure Projects</i></a> , Dubey et al#31	<a href="#"><i>Who cares? Researching and writing differently in an age of polycrises.</i></a> , Wilcox#48

**12.00-13.30 Luncheon with Governance Institute of Australia, hosted by KPMG**

Level 7/151 Pirie St, Adelaide

11.50-12.00: Walk to KPMG Office

12-12:30pm networking lunch

12:30-12:40pm Welcome from Emma Pitfield, Partner, Consulting, KPMG and Professor Jodie Conduit, Interim Executive Dean of the Faculty of Arts, Business, Law and Economics

12:40-1:25pm Panel and Q&A from the audience

1:25-1:30pm Closing remarks from Professor Noel Lindsay, Dean of Business, Adelaide Business School and Pro Vice Chancellor (Entrepreneurship), the University of Adelaide

Walk back to Nexus 10, Level 1, 10 Pulteney Street Adelaide SA 5005

Concurrent sessions	<b>Session 4 Ethics &amp; Governance</b>	<b>Session 5 Sustainability and Purpose</b>	<b>Session 6 Virtue, Altruism &amp; Practice</b>
Room	Santos Lecture Theatre	Room 128	Room 129
Chair	Felicity Small	On the day	Andrew West
14.00	<a href="#"><i>Exploring Unsaid Knowns, challenging personality combinations and ethical decision-making for governance bodies</i></a> , Small et al.#28	<a href="#"><i>Navigating Societal Grand Challenges: An Examination of Sustainability Leadership in New Zealand</i></a> , Chew et al.#60	<a href="#"><i>Practice-led business pedagogy: Challenging the separation thesis in business ethics education</i></a> , West#33
14.25	<a href="#"><i>What is Contested Governance</i></a> , Francis (v)#35	<a href="#"><i>Systematic review of Sustainability Control Systems (SCS): Status quo and future agenda</i></a> , Jeewanthi (v)#58	<a href="#"><i>Effective Altruism: The Role of Social Justice Concerns</i></a> , Chowdhury and Jamil#53
14.50	<a href="#"><i>Indigenous and Western Governance: Ethical Tensions and Opportunities</i></a> , Dodd et al.#37	<a href="#"><i>How has understanding of tourism food waste management evolved since the SDGs?</i></a> , Tabert et al.#43	<a href="#"><i>Sunao: exploring virtue in politeness strategies for trust building</i></a> , Noma#7
15.15	<a href="#"><i>Labour Migration, Rights and Governance: Challenges and Opportunities in Canada</i></a> , Warria (v)#56	<a href="#"><i>The 'dark side' of collective market shaping</i></a> , Baker#14	<a href="#"><i>Why do virtuous individuals accept and promote unethical institutions?</i></a> Turnbull#62

**15.45 -16.00 Afternoon tea and coffee break: Santos Lecture Theatre**

Concurrent sessions	<b>Session 7 People and Organisational Culture</b>	<b>Session 8 ESG</b>	<b>Session 9 Governance and Decision-Making</b>	<b>Ethics,</b>
Room	Santos Lecture Theatre	Room 128	Room 129	
Chair	On the day	Maria Kapardis	On the day	
16.00	<a href="#"><i>Are HRM Practitioners Required to Possess Competence in Corporate Ethics?</i></a> Segon et al#65	<a href="#"><i>Plato’s allegory of the cave and the masking of unethical behavior through ESG Disclosure</i></a> , Kapardis#6	<a href="#"><i>The Role of Digital Leadership on Technology Integration and Digital Transformation: Evidence from the UAE Education Sector</i></a> – Al Dhaheri#51 (v)	
16.25	<a href="#"><i>The Association among Organizational Culture, Employee Health and Safety, and Employee Satisfaction</i></a> , Im #59 (v)	<a href="#"><i>Are ESG Ratings Ethical? Governance, Transparency and Ethical Integrity</i></a> , Daugaard and Linnenluecke#15	<a href="#"><i>Balancing the Interests of Internal and External Organizational Members in Hybrid Social Enterprises</i></a> , Eti-Tofinga#21 (v)	
16.50	<a href="#"><i>The Impact of Anti-Harassment Laws and Non-Disclosure Agreements in the Wake of #MeToo: A Comprehensive Analysis of Financial Performance and Corporate Culture</i></a> , Canil and Karpavicius#26	<a href="#"><i>Digital transformation and ESG performance of family firms: Evidence from China</i></a> , Shi et al#25	<a href="#"><i>Ethical decision making, Economy of Communion and Accounting: the origin of a “prophecy” and research cases</i></a> , Baldarelli#13 (v)	
17.15	<a href="#"><i>Unpacking Modern Slavery: A critical review of the living and working conditions of Informal Waste Pickers (IWP) in the Global South</i></a> , Longondjo#3 (v)	<a href="#"><i>Stakeholder governance in B Corps</i></a> , Klettner et al.#32	<a href="#"><i>Towards a Metamodernist Governance: Ethical Decision-Making in a Complex World</i></a> , Kucz#19 (v)	
<b>17.40 Day 1 Conference Finishes</b>				
<b>19.30 Conference Dinner at Golden Boy</b>				
Cnr North & East Tce Adelaide,SA, 5000 (Entrance on North Tce)				

## PROGRAM: Friday 29 November 2024

Special Interest Groups (SIGs)			
Room	Santos Lecture Theatre <a href="#">Zoom Link</a> Passcode: ABEN	Room 128 <a href="#">Zoom Link</a> Passcode: ABEN_128	Room 129 <a href="#">Zoom Link</a> Passcode: ABEN_129
8.00-9.00am	<i>Accounting and Finance Ethics SIG</i> Contacts: Clare Burns <a href="mailto:clburns@bond.edu.au">clburns@bond.edu.au</a> and Maria Kapardis <a href="mailto:maria.kapardis@cut.ac.cy">maria.kapardis@cut.ac.cy</a>	<i>Qualitative Research SIG</i> Contact: Sanjukta Choudhury Kaul <a href="mailto:sanjukta.kaul@binus.ac.id">sanjukta.kaul@binus.ac.id</a> & Alice Gibson <a href="mailto:alicemccancegibson@gmail.com">alicemccancegibson@gmail.com</a>	<i>Business Ethics Education SIG</i> Contact: Felicity Small <a href="mailto:fsmall@csu.edu.au">fsmall@csu.edu.au</a>
8.30	<b>Welcome Coffee &amp; Tea</b>		
Room	Santos Lecture Theatre		
9.00	<b>Guest Speaker</b> (to be introduced by Dr Alessandro Bressan) Prof Charlotte Karam, Ian Teller Professorship in Inclusive Human Resource Systems, Telfer School of Management, University of Ottawa, Adjunct Professor, American University of Beirut, Primary Investigator, the SAWI Project		
<b>10.00-10.15 Brief Bathroom Break</b> (note no tea and coffee will be served at this time)			
Concurrent sessions	<b>Session 10 Trust, Truth, and Integrity in Leadership</b>	<b>Session 11 Social Responsibility</b>	<b>Session 12 Growth, Leadership and Corporate Responsibility</b>
Room	Santos Lecture Theatre	Room 128	Room 129
Chair	Melissa Wheeler	Tracey Dodd	Juna Tan
10.15	<a href="#">Living interview-diaries: Exploring 'lived experience' through hermeneutic phenomenology</a> , Gibson et al.#44	<a href="#">Involuntary relationships and the public good</a> , Dodd et al.#36	<a href="#">The downside of Growth: Examining the Relationship between firm growth and CSR</a> , Kim et al.#39
10.40	<a href="#">The [un]ethics of truth-telling: When a board member goes feral</a> , Bathurst and Chen (v)#16	<a href="#">Ethical (mis)alignment of Chinese migrant entrepreneurs' experiences in Australia</a> , Chappell et al#45	<a href="#">Neoliberal Consumer Responsibilisation and Counter-Responsibilisation as Acts of Governance: Qualitative Insights from Malaysia</a> , Tan#8

11.05	<a href="#"><u>Sport Integrity: Gender diversity in sport leadership as an anti-corruption tool</u></a> , Ordway et al#64	<a href="#"><u>Morals and Ethics in Social Entrepreneurship</u></a> , Banafa#66	<a href="#"><u>Designing an Effective Code of Conduct: practical research and empirical study of Russian companies</u></a> , Snezhko#52
11.30	<a href="#"><u>Invisible Barriers: The Impact of Leadership Quality on Covert Mistreatment Among South Asian Immigrants in Western Workplaces</u></a> , Adneen#12	<a href="#"><u>“What are you stewarding for?”: Insights and emerging ethical implications from nonexecutive directors' interpretations of stewardship</u></a> , Marzohl#40	<a href="#"><u>Embracing Complexity: Redefining Project Governance for Dynamic Realities</u></a> , Al Khateeb et al.#41

**11.55-12.55 Early Lunch: Santos Lecture Theatre**

Concurrent sessions	<b>Session 13 Accounting, Finance and Ethics</b>	<b>Session 14 Leadership and Ethics</b>	<b>Session 15 Ethics in Higher Education</b>
Room	Santos Lecture Theatre	Room 128	Room 129
Chair	Alessandro Bressan	Melissa Wheeler	Edward Wray-Bliss
12.55	<a href="#"><u>Understanding the relationships and roles of Accountants in supporting Indigenous entrepreneurs</u></a> , Bressan et al#49	<a href="#"><u>Ethical Leadership and unethical Behaviour in the Workplace</u></a> , Faisal#54	<a href="#"><u>Governing cybernetic disruption: AI, Australian educational reforms, and the question of humanness</u></a> , Wray-Bliss and Harper#63
13.20	<a href="#"><u>Is Financial Expertise Overrated in Board Governance?</u></a> , Bettington#29	<a href="#"><u>An ethical foundation for responsible leadership</u></a> , Ascough and Maak#24	<a href="#"><u>The role of grassroots networks and intersectional advocacy within higher education governance</u></a> , Mackay#34
13.45	<a href="#"><u>Tax-washing or decision-useful information: Australian voluntary tax disclosures</u></a> , Burns et al.#46 (v)	<a href="#"><u>Responsibility: the sine qua non of leadership?</u></a> Burgess#47	<a href="#"><u>Ethical issues in marketing business schools in India: who makes the decisions?</u></a> , Kamineni#5

**14.10-14.40 Brief Break**

14.40	<b>Awards &amp; ABEN Annual General Meeting:</b> Santos Lecture Theatre <a href="#">Zoom Link</a> Passcode: ABEN
15.15	<b>Conference Finish</b>

## **Information for Session/Track Chairs**

Thank you to those who will help manage the different sessions/tracks. We offer some general guidance below that will assist the task and ensure consistency of experience across the conference program.

1. Please arrive at your room five minutes before the scheduled time of paper presentation.
2. An IT specialist, will help with any issues concerning connecting for those who will listen to presentations via Zoom. Also, he will have the program and is aware of those who will be making virtual (“V”) presentations too.
3. To ensure sufficient discussion time, please remind presenters at the start of your session/track they have around 15-18 minutes speaking time. It is important that every presenter be given the same amount of time to share their ideas, and also to receive questions/comments. As chair, you are encouraged to also ask questions, especially if these are not immediately forthcoming.
4. If you are also presenting a paper in the session/track, please be mindful of self-management of time as per point 3.
5. Perhaps ask the audience to leave questions to the end of each presentation. However, if you prefer to manage questions in a different way, and with the general consent of those present, you can do so.
6. Finally, we are not requiring those attending the session/track (in-person or via Zoom) to stay for all three presentations (unlike the role of the chair). People are free to come and go and listen to papers they wish to hear. That is why good time management on papers is important as people move between the three sessions/tracks.

**\*If you still haven't registered for the dinner and you would like to join us, you can do so by Monday 25 November via the following link**

<https://www.eventbrite.com.au/e/926768628917?aff=oddtcreator>