



2nd Workshop “Governance and Diversity”

Thursday, June 20, 2019
Paris, France

Call for papers

Coordinators:

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The diversity of corporate governance practices is so vast that it defies a “common definition” (Aguilera & Jackson, 2003). In an era of internationalization, globalization and, like in Europe, harmonization initiatives, many topics related to governance and diversity raise ongoing interest. The ways social contexts and institutions shape and condition corporate governance structures and practices, the interplay between firm- and national-level governance mechanisms are the subject of cross-national comparative analysis. Questions concerning the extent to which best governance practices and regims may be transported, transplanted from one national business system to another are raised. The extent to which corporate governance principles and practices should encompass the needs of external constituencies, such as stakeholders, is closely scrutinized.

Studying governance and diversity also means exploring in more depth boards of directors in different types of organizations, large private companies but also family firms (Zattoni, Gnan, & Huse, 2015 ; Singal, M. and Gerde, V.W., 2015), state-owned companies (Kuzman, Talavera, & Bellos, 2018) or mixed ownership institutions (Ravasi & Zattoni, 2006). Increasing board diversity within organizations has frequently been identified as one of the most important governance concern in recent years. Studies have shown effects on improving decision-making (Ben-Amar et al., 2013), creativity and innovation (Miller and Triana, 2009) as well as

performance (Frijns et al., 2016; Shehata et al., 2017). However, the move toward diverse boards continues to be a slow one.

Board gender diversity has also gained considerable interest in public debate, government agenda, corporate strategies and academic research over the past two decades. The links between feminization of boards and better firm's performance (Francoeur et al. 2008; Dezsö and Ross 2012; Chapple and Humphrey 2014; Ali et al. 2014; Post and Byron, 2015; Sabatier, 2015), the positive effects of gender board diversity on corporate governance practices (Adams and Ferreira, 2009; Kakabadse et al. 2015), and innovation (Nielsen & Huse, 2010) have been highlighted. However, stereotypes, supposed lower experience, resources and networks (Gabaldon et al., 2016) negatively bias women's appointment to corporate boards (Galia et al., 2017) who remain underrepresented on corporate boards worldwide (Grosvold et al., 2015 ; Labelle et al., 2015 ; Terjesen et al., 2015 ; Dezsö et al., 2016). As board gender quota legislation is not a sufficient condition to achieve a higher number of women on boards of directors (Iannotta et al., 2016), a mix of policies seems necessary to improve female representation on boards.

Recent corporate governance research focuses on the need for organizations to adopt an ethical conduct in their operations and governance. There is an increasing awareness on issues related to governance, board diversity and CSR (Harjoto et al., 2015; Rao and Tilt, 2016). Boards of directors face regulatory demands on issues such as business ethics and professional conduct. Studies have revealed significant relationship between diversity in boards and social performance (Hafsi & Turgut, 2013) and, regarding board gender diversity, they have shown stronger stakeholder and CSR orientation (Boulouta 2013 ; Larrieta-Rubin de Celis et al., 2015 ; Ben-Amar et al., 2017 ; Francoeur et al., 2017) and better reputation (Brammer et al., 2009). The diversity of board resources and the number of women on boards affect positively firms' corporate social responsibility ratings, which, in turn, bolsters their reputation (Bear et al., 2010). If diversity has become a matter of corporate strategy and even of concern to financial markets, it is increasingly considered not only in an "instrumental" way but recognised as a value in itself, as a manifestation of the fundamental democratic values of liberty, equality and justice.

To share recent advances in academic research on these themes, we invite you to participate in the Governance and Diversity 2nd Workshop to be held on June 20, 2019 at Paris School of Business, 59 rue Nationale, 75013 Paris, France.

Due to the transversality and multidisciplinary of this theme, various perspectives can be adopted and research papers in management, economics, finance, strategy as well as human resource management are welcome.

The following list is an indicative but not exhaustive list of potential topics :

- Diversity of corporate governance models, mechanisms and practices
- Board diversity and corporate performance
- Board diversity: practices, discourses, tensions and legitimization strategies

- Board diversity and firm's performance / decision making / change management / innovation
- Gender diversity in corporate boards, laws and quotas
- Demographic diversity, cross-national diversity on boards
- Boardroom diversity and sustainable governance
- Governance, diversity and CSR
- Governance, diversity and ethics

Workshop Details

All works (doctoral students, young or experienced doctors) will be considered with kindness. Abstracts of 300 - 400 words (plus references) can be written in French or English. They must include scientific specialty, contact information and institution of attachment. They should be sent by March 11, 2019 with the mention «Governance and Diversity call for papers» in the title of the message to:

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Notification of acceptance will be given by April 15, 2019.

Full papers written in French or English (maximum 12,000 words) will be submitted not later than May 20, 2019.

The workshop sessions will be 45 minutes long and comprise the discussant's presentation of the paper (20 minutes), the author's response (10 minutes) and open discussion (15 minutes).

The best papers presented at the workshop will be selected for a possible publication in a special issue of an academic journal.

Key dates

March 11, 2019: abstracts proposals in French or English (maximum 300 words)

April 15, 2019: answer of coordinators

May 20, 2019: submission of full papers in French or English (maximum 12,000 words)

June 20, 2019: Workshop at Paris School of Business, 59 rue Nationale, 75013 Paris, France

Registration Fee

The registration fee is €50 for the full day and covers coffee, lunch and refreshments.

It is €30 euros for doctoral students.

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