



**AEPP**  
Association on  
Employment  
Practices &  
Principles

## CALL FOR PAPERS/PROPOSALS

Council on Employee  
Responsibilities & Rights

**CERR**

### The Association on Employment Practices and Principles (AEPP) Seventeenth Annual International Conference

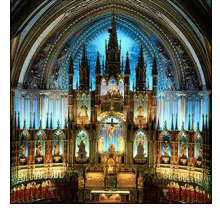
23-25 September, 2009

University of Quebec at Montreal, Montreal, Quebec

Sponsored By: University of Quebec at Montreal\*

Diane-Gabrielle Tremblay, Ph.D., President and Program Chair

Denis Harrisson, Ph.D. Associate Program Chair



*The Association on Employment Practices and Principles (AEPP) and its parent, the Council on Employee Responsibilities and Rights (CERR), focus on the quality of life in work organizations, and promote an awareness of ethics, social responsibility and justice. We host annual international conferences that are personal, inclusive, supportive and democratic. We also sponsor the International Journal for Responsible Employment Practices and Principles (IJREPP), our official journal, that continues in the tradition of our 21 year history of accomplishments and success in developing and editing the premiere journal in this field. Special emphasis this year will include encouraging "practitioner" engagement in varied track areas in addition to our traditional scholar emphasis.*

#### Special Paper Awards

Best Paper Award  
Best Practitioner Award  
Best Paper Based On a Dissertation Award  
Best Case Studies Paper Award

#### Highlights From Montreal

Downtown Montreal Location  
Reasonably Priced Room Rates  
Keynote Speaker on Conference Theme  
Special Night on the Town

#### Conference Theme: *Responsible Employment Practices in Times of Economic Uncertainty*

In times of increasing instability and economic uncertainty at both national and international levels, organizations are under increasing pressure to maintain fiscal responsibility as well as good employment practices and ethical standards. They face needs to keep a highly motivated and engaged workforce as well as be responsive to the needs of their diverse stakeholders. Continuation of technological advances, government regulation, global economic and competitive issues and changes in the makeup of society and the workforce place additional pressure on all employers to be more astute in ensuring that they develop management systems and practices, as well as employment practices that enable them to not only compete but thrive. While submissions in all areas outlined below are welcome, for 2009, we particularly welcome submissions that deal with any aspect of responsible employment practices in time of economic uncertainty including such topics as work organization, working time, work-life issues, boundary-less careers, new regulations on employment, layoffs, unemployment, delocalization of firms, executive compensation, rights to privacy, and other areas. Papers and proposals from both academics and practitioners are welcomed. Issues might be approached from the more internal and micro, such as employee relations and HR practices, to the more external and macro, such as inter-organizational alliances and relationships, as well as inter-cultural dynamics.

#### Content Areas/Tracks

- **Management and Organization Studies:** Organizational Behaviour, Organization Theory, Organization Change Management, International Comparative Studies, Emotions at Work.
- **Strategic Management:** Corporate Social Responsibility, Corporate Governance, Technology Management, Industry Studies, Alliances and Ventures, Entrepreneurship, Knowledge Management.
- **Employee and Employer Rights and Responsibilities:** Ethics, Equal Opportunity and Affirmative Action, Marginalization and Discrimination, Bullying, Collective Bargaining, Conflict, Privacy, Psychological Contracts.
- **Case Studies:** Examples of problems or dilemmas faced by key decision makers or examples of effective or innovative approaches to dealing with managerial problems.
- **Policy and Administration:** Regulation, Business and Society, Public Administration, International Trade Agreements.
- **Health and Wellness:** Employee and Organizational Health and Wellness, Stress, Health Care Administration, Health Policy, Occupational Safety.
- **Human Resource Management and Development:** Management Development, Education and Training, Performance Management, Compensation, Benefits, Human Resource Planning, Strategic Human Resource Management, Labor and Employee Relations, Outsourcing.

- **Leadership:** strategic leadership, organizational leadership, leadership training and development, leadership models and frameworks, case studies, leadership assessment,
- **Eclectic Paradigms and Perspectives:** Postmodernist, Feminist, or Critical Perspectives and Insights, New Methodological Approaches.
- **Curriculum/Instruction:** Issues and challenges associated with teaching in the above areas as well as specific strategies or innovations
- **Production/ Operations Management:** The design, operation and control of production systems in both manufacturing and service organizations, capacity planning, production and inventory control, facility location and layout, operations strategy, just-in-time production systems, process technologies.
- **Finance/Accounting/Economics:** The traditional disciplines of finance, accounting, and economics, with respect to relationships to current employment practices and principles, ethical dimensions, CSR.
- **Human Resource Management in the International Context:** Contemporary issues and practices in the HRM related to the evolving international context, cross-cultural studies, and related areas.
- **Public Sector:** Labor relations in public management, policy making and decision making, formal public and private partnerships, public personnel management leadership, decision making and strategic management related to public sector organizations.
- **Education Sector:** Administrative leadership, higher education, secondary education, primary education, curriculum and instruction, innovative educational initiatives, teacher education and professional development, continuing education, research and development
- **Information Technology:** Development and operation of computer-based information systems related to human and organizational factors, ethical issues, privacy, property rights, access, and related topics.

### **SUBMISSIONS (Either complete papers, developmental papers, or proposals)**

**For Papers.** Only full, complete papers (no abstracts) may be submitted and will be double-blind peer reviewed. Accepted papers will be published in the Conference Proceedings “CD and website Publication”. Authors of “best papers,” based on audience feedback and response will be invited to submit their papers for publication consideration in a special issue of the *International Journal for Responsible Employment Practices and Principles (IJREPP)*. The AEPP website, [www.aepp.net](http://www.aepp.net), provides specific details for the proper format for submissions. **ALL SUBMISSIONS MUST CONFORM TO THESE GUIDELINES TO GO FOR REVIEW.**

**For Developmental Papers.** The purpose of developmental papers is to allow authors to discuss work that is still in its developmental stage. All developmental papers will be presented together in the same sessions during the conference. The main focus of the sessions will be on discussion rather than on a standard presentation. Submissions to the developmental thread should be extended abstracts of 1000-2000 words (excluding references). A comment should be included at the end of the extended abstract on how the authors expect to advance the paper between now and the conference. In addition to formal paper submissions, we invite submission of panels, symposia or workshops. Coordinators of such proposals should include a theme or title for the session as well as a one page description of each participant’s role.

**For Proposals.** In addition to formal page submissions, we invite submission of proposals for panels, symposium, roundtables, or workshops. Coordinators of such proposals should include a theme or title for the session as well as a one-page description of each participants role and contribution.

**Submissions and Program Inquiries:** Please address inquiries to AEPP and include email and full contact information for each author and **email** all papers and proposals in MS Word (APA Format): [aepp@institute-leadership-global.org](mailto:aepp@institute-leadership-global.org)

**For information on accommodations, Montreal, location - see website;** other questions - contact President and Program Chair, Diane-Gabrielle Tremblay at University of Montreal at Quebec: [tremblay.diane-gabrielle@teluq.uqam.ca](mailto:tremblay.diane-gabrielle@teluq.uqam.ca)

**The absolute deadline for receipt of full papers (no abstracts) for review as well as for refereed and non-refereed panels and symposia is 15 April, 2009, although early submission is encouraged and appreciated. Authors of accepted presentations must register for the conference by 21 July, 2009 to ensure inclusion in the conference Proceedings.**

*\*Sponsors include: Tele-university of University of Quebec in Montreal; Canada Research Chair on the socio-organizational challenges of the Knowledge Economy; CRISES research center ; Political Economy Association; Canada Research Chair on Social Responsibility.*