

IBSS ONLINE BROWN BAG “LUNCH & LEARN” SESSIONS

NGO Directors and CSR

Date: 18th November 2020, Wednesday

Time: 12:10 – 12:50

Event Language: English

Live link: Link of seminar will be sent upon registration

Registration: Please [click here](#) or scan the QR code



In the years 2009 to 2016, approximately 35% of Standard & Poor's (S&P) 500 firms had at least one director with a professional background in private, not-for-profit organizations (NGO director). Yet research provides little guidance on what kind of firms are more likely to have NGO directors on their boards, neither do we know these directors' effects on firm strategic outcomes. Our study examines the above two questions in the context of corporate social responsibility (CSR), taking the lens of resource dependence theory. Results from an analysis of all firms included in the S&P 500 index between 2010-2016 show that NGO directors are more prevalent among firms with poor CSR performance records. We also find that NGO directors on boards are not associated with immediate improvements in CSR performance; rather, their positive influence on CSR performance takes hold after three years. Our findings suggest that whereas NGO directors may potentially be appointed to a firm's board for legitimization reasons, these directors are associated with enhanced CSR performance in the long term.

About the Speaker: Dr Shili Chen

Shili Chen joined IBSS as a lecturer in International Business and Strategic Management in April 2020. She graduated from the University of Groningen in the Netherlands with a doctoral degree in management.



Shili focuses her research on corporate governance, corporate social responsibility, gender diversity in organizations, and income inequality in organizations. Her work has won the best paper awards from the Academy of Management in 2018 and from the European Academy of Management in 2019. She has published a paper in the Journal of Business Ethics.