

THE SOCIETY FOR BUSINESS ETHICS



May, 2000

N E W S L E T T E R

Volume XI, No. 1

Executive Director's Report- Annual Meeting Edition

The votes have been tallied, and the new member of the Executive Committee is Daryl Koehn. I offer my congratulations to Daryl and welcome her to a wonderful four-year experience. Thanks to Donna Wood, the runner-up for her willingness to serve. Daryl will replace Archie Carroll, who has rendered yeoman's service over the past four years. Archie organized the annual meeting in San Diego in 1998 and came to the defense of the management model in his 1999 Chicago presidential address. His willingness to risk losing a few more hairs for the benefit of the Society will long be appreciated. Thanks, Archie, for your great work!

Congratulations to our members whose papers have been accepted for the annual meeting! John Dienhart reports that he received an exceptionally fine crop of submissions. My thanks to John for developing an exciting, innovative program. Thanks, as well, to the many members who reviewed the papers and returned their evaluations promptly. The program for this year's meeting, which appears elsewhere in this newsletter, is strong evidence of the continued high quality of research in business ethics. The presidential address by George Brenkert on the topic "Global Business & Global Morals" will, no doubt, captivate and enlighten. The meeting in August promises to be the best yet.

You are urged to register for the meeting and reserve a hotel room as soon as possible. A registration form and hotel information are contained in this newsletter and on the Society web site at www.luc.edu/depts/business/sbe. Our contract with the meeting hotel requires us to utilize a certain number of rooms. So please make your reservation at the Toronto Hilton and say that you are attending the SBE meeting.

Members should have received a copy of the second volume of the Ruffin Series in Business Ethics on "Environmental Challenges to Business," edited by Joel Reichart and Patricia Werhane. This volume contains the 1997 Ruffin Lectures in Business Ethics delivered at the Darden School, University of Virginia. The Society is pleased to collaborate with the Ruffin program at the Darden School in making this important collection available to all members. Individual can obtain copies of both Series No. 1 and Series No. 2 for \$15 each. To order, please consult the web site of the Philosophy Documentation Center at www.bgsu.edu/pdc.

The first nine volumes of Business Ethics Quarterly 1991-1990 are now available on a convenient CD-ROM. This disk contains the full text of 36 issues, with over 5,500 pages of articles, making this it an

SOCIETY FOR BUSINESS ETHICS ANNUAL MEETING

August 3-6, 2000

Toronto Hilton
145 Richmond St West
Toronto Ontario
M5H 2L2 Canada
(416) 869-3456

<http://www.hilton.com/hotels/TORHITW/index.html>

Room Rates: \$165 (Canadian)
single/double

Please Note: Reservations must be made by July 13th. Mention the Society for Business Ethics when you make reservations. We need a certain number of room reservations to qualify for a discount on the meeting rooms. Rates are good for 3 days prior and following our meetings, and are the same as the Academy of Management rates

Director's Report continued on page 3

Business Ethics Quarterly News

Business Ethics Quarterly, the journal for the Society for Business Ethics, is in its tenth year, and we thank you for your continuing support.

Business Ethics Quarterly continues to prosper and grow, thanks to its contributors, editorial board, and subscribers. We urge you to encourage your library to subscribe if they do not. It is now considered the leading theoretical journal in the field—a "must" for those doing research, BEQ is also on ABI-Inform Wilson.

We have received a number of requests to photo-copy articles from BEQ. Please keep in mind BEQ's Photocopy Policy found on the insider cover of each issues.

In order to be "user-friendly," copies of articles published in BEQ may be made for instructional, non-commercial use. BEQ does not require prior clearance and makes no charge for this use. However, the commercial use of any article appearing in BEQ will require the permission of both of the journal and the author(s) in question.

Beginning with Volume 6, #4, reprints are available to authors at the cost of printing. Authors will be able to order reprints when they get page proofs.

Finally, any submission of manuscripts should contain the author's e-mail address, if the author has one. This will facilitate communication for the editorial staff.

We welcome your comments and we welcome ideas for future special issues or topics of interest to our readers. Please contact me:

Patricia H. Werhane, Editor-in-Chief
Darden School
University of Virginia
Charlottesville, VA 22906

or e-mail: phw2m@virginia.edu

CALL FOR PAPERS: SPECIAL ISSUE OF BUSINESS ETHICS QUARTERLY

"Finance Ethics" edited by John Boatright and Jeffery Peterson. Deadline for submissions is September 15, 2000. Send to John Boatright, School of Business Administration Loyola University of Chicago 820 N. Michigan Ave. Chicago, IL

THE SOCIETY FOR BUSINESS ETHICS

www.luc.edu/depts/business/sbe/

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Executive director's report (continued from page 1)

essential resource for business ethics research. A powerful search engine in the CD-ROM enables users to find specific words or phrases in every article in the collection. Even members with a complete set of BEQ will find this a valuable research tool. The price for individuals is \$120 plus shipping and handling. To place an order for Business Ethics Quarterly

on CD-ROM, contact Laura Charland at the Philosophy Documentation Center at 800-444-2419, extension 1, or by e-mail at lechar@bgnet.bgsu.edu. Further information can be obtained from the PDC web site.

Finally, new information is frequently added to the Society for Business Ethics web site. So please

add the address to your bookmarks and check the site occasionally. The address is www.luc.edu/depts/business/sbe.

I look forward to seeing all members at the annual meeting in Toronto, August 3-6, 2000.

JOHN BOATRIGHT

ANNUAL MEETING PROGRAM

Thursday, August 3rd

3:00 - 7:00

Registration

6:00 - 7:00

Reception

7:00 & 9:00

Welcome and Panel on Teaching

John Dienhart, Seattle University

Teaching Business Ethics: Pedagogy to Address Critical Challenges

Chair: Laura Hartman

Panel Members:

*Brad Agle, University of Pittsburgh; Thomas Dunfee, The Wharton School;
Kiren Dosanjh, National University; Linda Trevio, Pennsylvania State University;
Patricia H. Werhane, University of Virginia*

Friday, August 4th

7:45

Continental Breakfast

8:15

Call to Order and Welcome

8:30-9:30

Concurrent Session A

ETHICAL AND FRAUDULENT FINANCIAL REPORTING

Chair: James Gaa, University of Alberta

"Toward a Framework for Ethical Financial Reporting by Public Companies"

Mohammad Abdolmohannadi, Bentley College

"Organizational Culture and Unethical Business Decisions: Fraudulent Financial Reporting"

Paul Dunn, Brock University

Concurrent Session B

MEDICAL BUSINESS ETHICS: MICRO, MESO, AND INSTITUTIONAL FOCI

Chair: Peter Dean, University of Tennessee at Knoxville

"Why is the Drug in the Heinz Dilemma so Expensive? Intellectual Property Issues in Business Ethics"

Alex Wellington

"Fulfilling Institutional Responsibilities in Health Care:
Organizational Ethics and the Role of Mission Discernment"

Jerry Goodstein, Washington State University

John Gallagher, Institute for Health Care and Organizational Ethics, Inc.

9:45-10:45

Concurrent Session A

CONTRACTS, ORGANIZATIONS, AND REAL ETHICS

Chair: R. Edward Freeman, University of Virginia

"A Justification of the Corporation as Actual Agreement"

Gordon Sollars, Fairleigh Dickinson University

"Real Ethics: Principles and Conversations"

Edwin M. Hartman, Rutgers University

Concurrent Session B

MORAL READINESS, BUT FOR WHAT?

Chair: Deborah Vidaver-Cohen, Florida International University

"Employee Deviance: Breaking Organizational Rules in Favor of Stakeholder Interests"

Danielle Warren, The Wharton School

"Time Pressure and Ethical Decision-Making: The Case for Moral Readiness"

Dennis Moberg, Santa Clara University

11:00-12:30

Keynote Address

THE BUSINESS OF MEDICINE: CONTRACTS AND PATIENT WELL-BEING

Dr. Nancy Olivieri,

Senior Scientist and Professor

The Hospital for Sick Children, Toronto

Introduction: *Vincent Di Norcia, University of Sudbury*

Respondents:

Patricia H. Werhane, University of Virginia

Ronald M. Green, Dartmouth College

12:30-2:00

Lunch (on your own)

2:00-3:30

Concurrent Session A

PANEL: KANTIAN APPROACHES TO BUSINESS ETHICS

Moderator: *Alan Strudler, The Wharton School*

Respondent: *Norman Bowie, University of Minnesota*

Panel Members:

Alan Strudler, The Wharton School

Alexei Marcoux, Loyola University Chicago

Alan Strudler, The Wharton School

Andrew Wicks, University of Washington

Concurrent Session B

NORMATIVE AND EMPIRICAL ISSUES IN ORGANIZATIONAL ETHICS

Chair: *Linda Trevio, Pennsylvania State University*

"Integrity Capacity: Organizational Practical Wisdom as a Strategic Asset"

Joseph Petrick, Wright State University

John F. Quinn, University of Dayton

"The Shareholder Theory of Corporate Social Responsibility"

Thomas Carson, Loyola University Chicago

"Determinants of Corporate Social Response Strategies: A Multidimensional Analysis of Market-Based and Governance-Based Effects"

Linda M. Sama, University of Texas at El Paso

Steven D. Papamarcos, St. John's University

3:45-5:15

Concurrent Session A

MARKETS, ORGANIZATIONS, AND THE NATURAL ENVIRONMENT

Chair: *John Boatright, Loyola University Chicago*

"Morality and Markets: A Response to Boatright"

John Hendry, University of Cambridge

"On the Natural Environment as a Stakeholder"

Joel Reichart, Fordham University

"Debunking Corporate Moral Responsibility"

Manuel Velasquez, Santa Clara University

Concurrent Session B

RELIGION, CULTURE, AND PHILOSOPHY IN BUSINESS ETHICS

Chair: *Oliver Williams, University of Notre Dame*

"A Religious Case for Moral Imagination in Organizations: A Jewish Perspective"

Moses Pava, Yeshiva University

"The Meaning of Dignity: Business Ethics and Dignity in Western vs. Chinese Cultures"

Daryl Koehn, University of St. Thomas

Alicia SM Leung, Hong Kong Baptist University

"Concepts and Cases: Reclaiming the Philosophy in Business Ethics"

Kevin Gibson, Marquette University

5:30-6:30

Reception

7:00 & 8:00

CREATING STANDARDS FOR CORPORATE GOVERNANCE IN HONG KONG: A DISCUSSION

Chair: *Barbara McGraw, St. Mary's College*

Daryl Koehn, St. Thomas University

Charles Lo, Former Senior Partner of Deloitte Touche Tohmatsu in Hong Kong

Saturday, August 5th

7:45

Continental Breakfast

8:30-9:30

Concurrent Session A

SHAREHOLDERS, THIN AND THICK

Chair: *Edwin M. Hartman, Rutgers University*

"Conflict or Harmony Among Stakeholder Interests?"

Alexei Marcoux, Loyola University Chicago

"How Casuistry and Virtue Ethics Might Uproot the Stalemate
Between Agricultural Biotech's Monsatan and Cropatistas "

Marty Calkins, S.J., Santa Clara University

Concurrent Session B

IDENTIFYING AND IMPLEMENTING THE GOOD IN INTERNATIONAL BUSINESS

Chair: *Laura Westra, Sarah Lawrence College*

"Good Companies and Good Consumers: Eliminating Sweatshops in China and Other Developing Economies"

Michael Santoro, Rutgers University

"Ethical Values and Economic Imperatives: The South African Experience and Global Codes Today"

Oliver Williams, University of Notre Dame

S. Prakash Sethi, City University of New York

9:45-10:45

Concurrent Session A

TRUST AND DISTRIBUTIVE JUSTICE

Chair: *Denis G. Arnold, Pacific Lutheran University*

"Facilitating Optimal Trust: The Operating Environment and Trust Creation"

Andrew Wicks, University of Washington

Shawn L. Berman, Boston University
"Distributive Justice in Firms"
Ian Maitland, University of Minnesota

Concurrent Session B

EMPLOYMENT AT WILL AND CORPORATE SOCIAL RESPONSIBILITY

Chair: Alexei Marcoux, Loyola University Chicago

"Employment at Will and Employee Rights: Retrospection and a Prognosis"

Patricia H. Werhane, University of Virginia

Tara J. Radin, Hofstra University

"An Employee-Centered Model of Corporate Social Performance"

Harry Van Buren, Roberts Wesleyan College

11:00-12:00

Tribute to Patricia H. Werhane and Ronald F. Duska

12:00-2:00

Luncheon/Presidential Address

GLOBAL BUSINESS & GLOBAL MORALS?

George Brenkert, Georgetown University

2:15-4:00

Concurrent Session A

RESEARCH METHODS WORKSHOP

Facilitators:

Robbin Derry, Appalachian State University

Beverly Kracher, Creighton University

Judith White

Concurrent Session B

NEW RESEARCH BY YOUNG SCHOLARS

Chair: Patricia H. Werhane, University of Virginia

Short papers on Emerging Issues in Business Ethics

(Details will be printed in final program)

4:00-5:00

Business Meeting

5:00-6:00

Reception

7:00-8:00

SBE/SIM JOINT ADDRESS

Wesley Cragg,

Professor of Business Ethics at York University

Chairman of Transparency International of Canada

Sunday, August 6th

9:00-10:00

Concurrent Session A

CONTRACTS AND VIRTUE

Chair: Joseph Petrick, Wright State University

"Economic Contracts Versus Social Relationships as a Foundation for Normative Stakeholder Theory"

John Hendry, University of Cambridge

"How Virtue Fits Within Business Ethics"

Thomas Whetstone, Jacksonville University

Concurrent Session B

EXECUTIVE COMPENSATION AND THE "WHY BE MORAL?" QUESTION

Chair: Barbara Parker, Seattle University

"Executive Compensation & How Much is Enough?: Insights from Catholic Social Teachings"

Eileen Kelly, Ithaca College

"Ethics and the Why Be Moral? Question"

John Corvino, Wayne State University

10:15-11:15

Concurrent Session A

CAN INSTITUTIONAL INVESTORS LEARN FROM THE CHURCH?

Chair: Dan Gilbert, Gettysburg College

"The Ethical Undercurrents of Institutional Investing: Setting a Research Agenda"

Lori Verstegen, University of Georgia

Bryan Dennis, University of Georgia

"Why Professional Ethics Needs the Church"

Kent Van Til

Concurrent Session B

PROTESTANT WEALTH MAXIMIZATION?

Chair: Robbin Derry, Appalachian State University

"Ought Maximization of Shareholders Wealth be Unbridled?"

Jeff Frooman, University of Pittsburgh

"The Protestant Ethics and the Spirits of Capitalism: An Extension of Max Weber's Views on Business Ethics"

Virginia Gerde, The University of New Mexico

John Shepard, Virginia Polytechnic Institute and State University

Carroll Stephens, Virginia Polytechnic Institute and State University

Michael Goldsby, University of Southern Indiana

Announcements, Calls, and Conferences

Faculty Position in Business Ethics in the School of Business at the University of Wisconsin-Madison.

Applications from qualified candidates are invited for a faculty position in Business Ethics in the School of Business at the University of Wisconsin-Madison. Rank is open; candidates at the full professor level will be considered for the position as Grainger Chair of Business Ethics. Salary and benefits are competitive.

Persons with a Ph.D. or appropriate terminal degree with an interest should send resumes to Don Schwab, Ethics Search Committee Chair (School of Business, University of Wisconsin-Madison, 975 University Ave., Madison, WI 53706). Applications officially close November 1, 2000. If you would like to be considered for an interview at the Society of Business Ethics in Toronto please send your resume by July 1, 2000. The University of Wisconsin-Madison is an Equal Opportunity Affirmative Action Employer.

This year the **Social Issues in Management doctoral consortium** in Toronto will be coordinated by Diane Swanson of Kansas State University and Jennifer Griffin of The George Washington University.

The consortium is an all-day professional workshop on Saturday August 5, 2000. As in years past, the SIM doctoral consortium will focus on developing networking opportunities and dissertation, career and publishing strategies as well as finding a balance between career and personal aspirations. Moreover, consortium participants themselves will determine part of the workshop agenda through interaction with invited faculty.

All doctoral students working in the area of social issues in management should consider attending the consortium. There is no cost to attend. While we will give priority to those students who are finishing their course of study and who have not previously attended a SIM doctoral consortium, we also recognize that students benefit by attending a doctoral consortium early in their course of study, as well as more than once.

To apply, students need a faculty sponsor. The application form can be found at the following web site: <http://info.cba.ksu.edu/swanson>. Since space is limited, it is important to submit applications as soon as possible and no later than June 1, 2000.

For further information or for a hard copy of the application form, doctoral students or sponsoring faculty can contact Diane Swanson (swanson@ksu.edu) or Jennifer Griffin (jgriffin@gwu.edu)

The selection committee is pleased to announce the winner of the **1998 International Association for Business and Society Best Article Award**, a distinctive recognition sponsored by the California Management Review. The award-winning article is "Organizational Studies and the New Pragmatism: Positivism, Anti-positivism, and the Search for Ethics," by Andrew Wicks (University of Washington) and R. Edward Freeman (University of Virginia). The article was published in *Organizational Studies* in 1998. The selection committee reviewed many deserving articles with the objective of selecting one most likely to advance conceptual or empirical research in business and society. The selection committee members were Diane Swanson, chair (Kansas State University), Brad Angle

(University of Pittsburgh), Virginia Gerde (University of New Mexico), Tom Jones (University of Washington), and Tim Rowley (University of Toronto).

Plan to attend Business For Social Responsibility's Eighth Annual Conference, "Adding Value: Strengthening Corporate Social Responsibility Strategies,"

November 8 - 10, 2000 at the New York Marriott Marquis Hotel in New York City, USA.

The conference will look at strategies for achieving corporate success in ways that demonstrate respect for ethical values, people, communities and the environment. Conference sessions will explore the current demands, measures and models driving corporate social responsibility and consider the different roles of stakeholders.

Registration materials will be available in early summer. *To be added to the mailing list, please email conference2000@bsr.org or call (415) 537-0890 extension 148.*

The **Academy of Management annual meeting** will be held in Toronto, Canada on August 6-9, 2000. Pre-conference workshops are scheduled for August 4-6. The Academy theme for the 2000 annual meeting is "A New Time," which focuses on time itself as an important aspect of management research. Contributions that relate to the program theme are encouraged. The Call for Submissions, which is delivered to Academy members in October, describes a number of approaches to time that fit with the program theme. *For information about SIM and opportunities to participate in the program, Jeanne Logsdon at jlogsdon@unm.edu or 505-277-8352.*

Pre-conference activities are being organized by Larry Lad at Butler University (lad@butler.edu).

A new journal titled **BUSINESS AND POLITICS** (Editor-in-Chief, Vinod Aggarwal, UC Berkeley; Editor, Emerson Tiller, University of Texas at Austin; CARFAX Publishing, UK: www.carfax.co.uk).

The mission of **BUSINESS AND POLITICS** is to publish articles, cases, and commentaries within the broad area of the interaction between firms and political actors, including but not limited to such things as corporate political activities, public affairs, public policy making, market and nonmarket strategy, litigation, and other activities. While most of the journal is dedicated to scholarly papers that are traditionally found in research journals, part of it is reserved for cases that while scholarly would also serve as teaching tools for our various classes. Also, we welcome commentary on contemporary events involving business and political actors.

If you have a case or commentary that you have developed to teach any of these topics, we would love to receive and review them. Please send your case or commentary to: *Professor Doug Schuler, Rice University, Jesse H. Jones Graduate School of Management 6100 Main Street, MS-533 Houston, TX 77005-1892 tel. 713 348-5472 schuler@rice.edu*

If you have a 'traditional' research paper, please send it to: *Professor Emerson Tiller, University of Texas at Austin College and Graduate School of Business Department of Management Science and Information Systems CBA 5.202 Austin, TX 78712 tel. 512 471-3322. tiller@mail.utexas.edu*

We are happy to announce the 2nd environmental conference on industry and environmental performance, **EURO ENVIRONMENT 2000**, to be held in Aalborg, Denmark, 18 - 20 October 2000. The 1st announcement is available on the Internet at

<http://www.akkc.dk/environment>
The EURO ENVIRONMENT conferences provide an interdisciplinary and stimulating European forum in which businesses can share their visions, present their strategies and concrete actions for a sustainable future with politicians and key environmental organisations from all over the world.

Call for abstracts We invite you to submit a maximum 400 word abstract in English to the Conference Secretariat. The abstract must reflect one of the themes. Papers from industry, government, NGOs and academia are highly encouraged. The conference committee invites contributions about visionary and/or strategic issues as well as practical solutions. The deadline for abstract submission is 15 February 2000.

For further information please contact the EURO ENVIRONMENT 2000 secretariat at:

*Aalborg Congress & Culture Centre
Mrs. Else Herfort or Mr. Steffen L. Thomsen
EURO ENVIRONMENT secretariat
P.O.Box 149
DK-9100 Aalborg
E-mail: euro@akkc.dk
<http://www.akkc.dk/environment>*

The International Society of Business, Economics, and Ethics (ISBEE) announces The Second World Congress of Business, Economics, and Ethics July 19-23, 2000, Sao Paulo, Brazil: **"THE ETHICAL CHALLENGES OF GLOBALIZATION"**

The Congress will provide a focus

for people around the world who are interested in ethics in business and economics to meet and discuss, both formally and informally, their common interests and problems. Papers are invited from business, academia, government, and other not-for-profit organizations.

The sessions are open to participants from around the world and are expected to include participants from a large number of different countries representing multiple points of view. The Organizing Committee of the Congress, which consists of the Planning Committee and the Advisory Committee, specifically invites papers on the following topic areas: Globalization; Managing "sustainable, human development"; and "Religious Resources for Business Ethics"

THE 10th INTERNATIONAL COLLOQUIUM ON BUSINESS AND ECONOMIC ETHICS

November 9-10, 2000 IESE (International Graduate School of Management), University of Navarre, Barcelona, Spain
ANNOUNCEMENT AND CALL FOR PAPERS: Innovation, production and services: How to improve ethical quality?

The IESE Colloquia on Business and Economic Ethics are a forum for interdisciplinary discussion that brings together university professors, entrepreneurs, business executives and other professionals each year. Its purpose is to reflect on and exchange ideas and experiences in order to achieve a greater integration of ethics with business theory and practice. The 10th Colloquium will be devoted to ethical issues in innovation, production and services, and more specifically to improving the ethical quality of operations management.

Innovating, designing, manufacturing and servicing a product are

businesses that involve and affect people. These operations therefore have an ethical dimension, which, besides possessing intrinsic value, is linked to other aspects of operations management and profitability. One key ethical reference point in business operations is how human rights are respected in the production process and how the organization fosters human flourishing in those who produce and who receive the production.

As a general guideline, some suggested topics for papers and cases are provided below, although the Colloquium is open to any other topic related to ethical aspects of businesses operations:

- *Primacy of people over techniques and processes
- *Location of production plants
- *Purchasing and supplier relations
- *Ethical issues in product safety
- *Environmental impact, material recycling, and energy saving
- *Ethics in Total Quality Management (TQM)
- *Research and Corporate Solidarity
- *Ethical quality in lending services
- *Challenges for operations in the 21st century
- *Ethical analyses of operations cases
- *Technical processes and personal development
- *Safety and accident prevention
- *Outsourcing of production
- *Ethics and knowledge management
- *Ethics and innovation
- *New technologies and employment
- *Ethics and high technology

Submission of papers: Participants may offer both papers for refereed track (we recommend following the Journal of Business Ethics style guidelines) and working papers, including commented cases and poster presentations. Maximum suggested length: 5,000 words. All suitable presentations will be subject to a blind review process. For this purpose, please write the title, name and contact details of the author(s), including email address, on the first page. On the second

page the title must appear again together with a summary of approximately 200 words.

Dates for submission: Papers by May 15, 2000; Working papers (an abstract is sufficient) by September 15, 2000. Presentations may be written in English or Spanish. The Colloquium registration fee will be waived for those whose presentations are accepted.

Please send 3 copies to IESE, Prof. Domenec Mele, Av. Pearson, 21 - 08034 Barcelona, Spain. Tel.: (34) 93 253 42 00 - Fax: (34) 93 253 43 43 - e-mail: mele@iese.edu.

Any questions should be addressed to Prof. Mele. After the Colloquium the 6th International Meeting for Teaching Business Ethics will take place (afternoon of November 10th and morning of November 11th). Presentations of teaching experiences on Business Ethics will be welcome.

February 22-24, 2001

Santa Clara University is celebrating its sesquicentennial with a conference entitled:

AT OUR BEST: MORAL LIVES IN A MORAL COMMUNITY

on our campus beginning Thursday evening, February 22 and concluding Saturday afternoon, February 24.

Sponsored by the Markkula Center for Applied Ethics, the conference invites submissions in all areas of business ethics. Papers are being prepared in the following areas:

1. Virtue and character in business ethics
2. Moral imagination
3. Stakeholder theory
4. International business ethics
5. Ethics and finance
6. Ethical issues in high technology businesses
7. Moral development

In addition, the conference will showcase a panel of junior scholars speculating about the future directions of the field.

Please send 3 copies of your paper plus a 75-word abstract appropriate to a blind review process to (no electronic submissions please):

*Dennis J. Moberg
Markkula Center for Applied Ethics
Santa Clara University
500 El Camino Real
Santa Clara, CA 95053*

Deadline for papers is August 15, 2000. Negotiations are underway to publish the proceedings of this conference. Full conference details are available on our website, <http://www.scu.edu/ethics/> For more information, email dmoberg@scu.edu or call him at 408-554-4713.

CALL FOR PAPERS : ETHICS IN FINANCE

Business Ethics Quarterly, the journal of the Society for Business Ethics, is seeking papers for a special issue on ethics in finance. Contributions are invited on all aspects of this topic, including ethics in financial markets, the financial services industry, financial institutions, investment decision-making, financial management, risk management, international finance, and finance theory. The editors for the special edition are John R. Boatright, Loyola University Chicago, and Jeffrey H. Peterson, St. Bonaventure University. The deadline for the submission of papers is September 15, 2000. Information for contributors is contained in each issue of Business Ethics Quarterly. Three copies of the manuscript, suitable for double-blind review, should be sent to:

*John R. Boatright
School of Business Administration
Loyola University Chicago
820 N. Michigan Avenue
Chicago, IL*

The International Journal of

Organizational Analysis (IJOA) is soliciting book reviews in the area of business and society, business ethics, strategic management, organizational theory, organizational behavior, information management, and human resource management. *For details, contact Diane Swanson, Dept. of Management, 101 Calvin Hall, Kansas State University, Manhattan, Kansas 66506. Phone (785) 532-4352;*

email: swanson@ksu.edu.

The Book Review Editor (North America) for the **Journal of Moral Education** invites your help.

During the next couple of years or so you will probably come across a new, outstanding, exciting book that clearly should be reviewed in the Journal of Moral Education.

When it happens, please bring it to my attention. And, if you have any interest in reviewing the book yourself, please feel free to say so.

*Dr. John Snarey
JME Book Review Editor (NA)
Emory University
Bishops Hall 66
500 Kilgo Circle
Atlanta, GA 30322
jsnarey@emory.edu*

Books

Global Codes of Conduct: An Idea Whose Time has Come edited by Oliver Williams (University of Notre Dame Press, 2000, 432 pp, \$25 pbk)

Globalization is perceived as both a promise and a threat. The promise is seen in the rising prosperity experienced by many in rich and poor countries alike in the aftermath of international linkages. The Threat is the growing perception, by nations and individuals, that we can no longer control our way of life.

Whether it be corporate downsizing, takeovers, bankruptcies, human rights abuses, or the loss of jobs, the pace of change and the disruption of communities are troubling to many. To further this discussion, the University of Notre Dame Center for Ethics and Religious Values in Business presents the reflections of a group of distinguished leaders from business, the academy, and other sectors of society.

Teaching and Learning with

Cases by Lawrence Lynn (Chatham House, 192 pp. \$22.95 pbk)

Lynn introduces readers to the case method of instruction, used heavily in the John F. Kennedy School of Government and the Harvard Business School. This is a practical, process-oriented guide to teaching, writing, and learning with the case method. Lynn integrates insight from literature with his own extensive experience as a case teacher and writer and as a trainer of case teachers and case writers.

Lynn selects the broadest possible context for discussing the use of cases in teaching for maximum appeal to instructors and learners in diverse fields. This is a guidebook, not a textbook--a supplement to the actual experience of teaching and learning, not a substitute for it.

From Duskin/McGraw Hill Publishing: **Taking Sides: Clashing Views on Controversial Issues in Business Ethics and Society** by Lisa Newton and

Maureen Ford, and **Annual Editions: Business Ethics 00/01** by John Richardson.

Both new editions with many updated and new readings. Available at www.dushkin.com/online.

Business Ethics: Ethical Decision Making and Cases by O.C. Ferrell, John Fraedrich, Linda Ferrell (Houghton Mifflin, 4th edition)

Revised edition includes new chapters on Business Ethics and Organizational Performance, new teaching aids including a web site, many revised and new cases. Additional new emphasis on business and society.

Ethics in Computing: Living Responsibly in a Computerized World by Kevin Bowyer (IEEE Press, 2000)

Contents: Introduction / Critical Thinking Skills / Professional Codes of Ethics / Diversity and

Non-Discrimination / "Hacking" and Computer System Security / Encryption, Law Enforcement, and Privacy / Computers in Safety / Critical Systems / Whistle Blowing / Intellectual Property Issues / Environmental and Health / Concerns Managing Your Career / Case Studies of Ethics in Question

Organization Ethics in Health Care, by Edward Spencer, Ann Mills, Mary Rorty, Patricia Werhane (Oxford Univ Press, 2000)

The ethical aspects of the operation of health care organizations are central to the delivery of health care. This book begins by assessing the shortcomings of clinical ethics, business ethics, and professional ethics as a basis for solving problems that have emerged in health care delivery systems since the advent of managed care. The authors consider the meaning of the development of the HCO in our society as well as its present status.

They point out that moral parameters endorsed by our society have guided previous shifts in the relationships among important HCO stakeholders, but that these parameters have been unclear or missing altogether during the past tumultuous decade.

Finally, they describe the key elements for the successful implementation of a fully functioning health care organization ethics program

and what it can mean to the patients and community. Moving from theory to practical application, the book will serve as a student text, a professional guide, and a reference book.

Ethical and Environmental Challenges to Engineering: A Casebook in Engineering and Environmental Ethics by

Michael Gorman, Matthew Mehalik, Patricia Werhane (Prentice Hall, 2000 256 pp. Pbk)

The first casebook designed specifically for engineering and environmental ethics, this book features a full-length, multifaceted, real-life cases of design and managerial dilemmas in a variety of settings.

These cases, together with background readings, illustrate how one can integrate ethical and environmental challenges to engineering decisions, particularly decisions in the design process. The casebook presents the dilemmas as descriptively as possible (without revealing what the authors think are "proper" or "good" solutions) and encourages students to think deeply about real-life situations and to engage in "moral imagination."

Ethical Issues in Youth Work

edited by Sarah Banks (Routledge, 1999, 224 pp. \$29.99 pbk).

Ethical Issues in Youth Work presents a systematic analysis of some of the core ethical issues facing

youth workers in their day to day practice

Business Ethics By John W.

Dienhart and Jordan Curnutt

(December 1998 444p. ISBN 0-87436-863-4 WB-BUSETC 6x9 \$55.00)

The systematic study of business ethics began in the late 1970s. Since that time, business ethics has moved into the study of how self-interest, personal interests, national interests, and fairness fit together in a business context. This volume examines traditional ethical theories as well as contemporary trends in the study of business ethics.

Ethical, economic, and legal concepts are used to help the reader understand business ethics issues. The authors analyze major ethical issues in the corporate environment today; among them, accountability, affirmative action, comparable worth, conflicts of interest, moral agency, takeovers, employment, pollution, health and safety, sexual harassment, and whistle blowing.

This volume also presents biographical sketches of issue makers and ethicists, sample corporate codes of ethics, lists of print and nonprint resources, and a directory of organizations that address ethical concerns.

The Economics of

Environmental Management by Ans Kolk, University of

Amsterdam, The Netherlands
(Financial Times Prentice Hall,
2000, ISBN 0-273-64238-3)

Increasing attention to environmental management has raised many new dilemmas for firms. How can managers deal with environmental issues in a competitive situation that is international and heterogeneous? What are the strategic and financial implications of environmental management? How can they cope with regulation, considering the choices which range from compliance to voluntary initiatives? And how do other firms organise their environmental management and communicate with stakeholders?

This book examines these different topics. It demonstrates the complexity of an area in which there are often no right or easy answers. This text is written for students interested in environmental management, and for managers, regulators and consultants who want to keep abreast of the latest developments. Examination copies can be requested via e-mail:

exam.copy@pearsoned-ema.com

Business, Institutions, and Ethics
edited by John Dienhart (Oxford University Press, October 1999, 480 pp.)

This text plus cases and readings uses the analysis of social institutions to examine business ethics. It explains fundamental concepts in ethics and how to apply them to

business and economics. The author shows how good social institutions are constituted by an integrated set of ethical, economic, and legal principles, and then uses these principles to study the ethics of commerce at the individual, organizational, and market levels. The first half of this text focuses on theory. The second half consists of cases and articles organized by the economic categories of property, risk-reward relationships, information, and competition.

Necessary Goods: Our Responsibility to Meet Others' Needs
edited by Gillian Brock (Rowman and Littlefield, 1998 288pp pbk \$23.95)

The contributors to this volume consider the moral force of needs. They examine questions of obligations and moral interest from a variety of different theoretical perspectives, using contractarian, Kantian, Aristotelian, rights-based, egalitarian, liberal and libertarian approaches. Much contemporary discourse about moral and political matters employs the language of needs. This book tackles the ever-present problem of our responsibilities towards others.

Ethics Matters: How to Implement Values-Driven Management
by Dawn-Marie Driscoll and W. Michael Hoffman (Center for Business Ethics, Bentley College 12/99).

This book offers a recipe for integrating values into an organization's culture, explaining the factors which have led to the current emphasis on values-based decision-making instead of mere compliance. The authors develop elements of a ten-point program, the blueprint for establishing a lasting ethical infrastructure.

The Human Equation: Building Profits by Putting People First
by Jefferey Pfeffer (Harvard Business School Press, 1998 368 pp \$24.95)

Why is common sense so uncommon when it comes to managing people? How is it that so many seemingly intelligent organizations implement harmful management practices and ideas? Jefferey Pfeffer examines why much of the current conventional wisdom is wrong and rethinks the way managers link people with organizational performance. Pfeffer builds a powerful case for managing people effectively—not just because it makes good corporate policy, but because it results in outstanding performance and profits.

The Search for Meaning in Organizations
by Moses Pava (Quorum Books, 1999, 176 pp. \$55)

Pava calls for a new kind of organization built on a more accurate concept of what the organization is. Organizations can and should satisfy

fy not only basic human needs, but also the highest human aspirations as well. Because business plays a central role in our culture, we must understand that ethics is bound up inextricably in that role. Thus, we need to think about ethics systematically if we hope to achieve organizational change. Ultimately, ethics is about creating and sustaining meaningful work environment without sacrificing legitimate concerns for the bottom line.

Business Ethics edited by Snoeyenbos, Robert Almeder and James Humber (*Prometheus Books*, 1999 556 pp. Pbk, \$26.95)

Fully updated and revised, this contemporary classic discusses the powerful moral issues facing corporate America. Enhanced with questions for discussion and valuable select bibliographies, this book focuses on the issues that will confront decision makers well into the twenty-first century.

Contemporary Issues in Business Ethics edited by DesJardins and McCall (*Wadsworth*, 1999).

The fourth edition of this text features updated readings, many new cases, expanded chapter introductions, and new readings emphasizing the international dimensions of business. Available at better bookstores everywhere.

Ethics and Empowerment edited by John Quinn and Peter Davies (*Purdue University Press*, September 1999, 440 pp. \$54.95)

Amid the burgeoning literature on business ethics, this book provides an important lead in taking a well-known everyday management notion such as "empowerment" and using it to make "ethics" more relevant and accessible to the business world. This book examines the issues of power, control, and autonomy, addressing such questions as empowerment as a matter of justice, and also provides case studies of the organizational experiences of empowerment programs. The contributors range across three continents and are experts in their respective fields.

Business Ethics by Norman Barry (*Purdue Univ. Press*, October 1999, 208 pp. \$21.95).

This book is an examination of the contemporary ethical problems of business in a philosophical context. It analyzes various types of capitalism, in particular, the Anglo-American type which is practiced primarily in the English-speaking world and is exemplified by the commercial and financial systems of Wall Street and the City of London. This analysis includes an examination of the corporation, the ethics of the stock market, the morality of takeovers, and the problem of business and the environment.

Introduction to Engineering

Ethics by Roland Schinzinger and Mike Martin (*McGraw Hill*, November 1999, 256 pp.)

This book offers numerous case studies throughout the text which are sure to encourage and provoke dialogue. Chapters include: Professionalism, Moral Reasoning, Engineering as Social Experimentation, Commitment to Safety, Workplace Responsibilities and Rights, Global Issues.

Human Rights Standards and the Responsibility of Transnational Corporations edited by Michael Addo (*Kluwer Academic Publishers*, August 1999, 416 pp. \$135).

What is the nature and scope of corporate responsibility with regard to human rights? Should companies themselves be responsible for human rights violations involving themselves and their subsidiaries? At the heart of this book is the attempt to define an effective framework for transnational corporate responsibility through international human rights standards. The essays are arranged under six broad themes: policy issues, regulation, issues of application, matters of doctrine, globalisation, and case studies.

Business Ethics in Theory and Practice: Contributions for Asia and New Zealand edited by Patricia Werhane and Alan Singer

(Klewer Academic Publishers, July 1999, 256 pp., \$130)

This book is a collection of essays devoted to the questions of international business that represent fresh road maps to analyze business ethics topics of universal concern.

Financial Ethics by Andrew McCosh (Klewer Academic Publishers August 1999, 176 pp. \$89.95)

This book presents an exploration of this relatively new subject. The book will follow two different trails, which eventually are brought together. The first trail is an exploration of the general nature of the financial industry, of the institutions which make it up, of the people in it, and the pressures they are under. The second trail is an examination of the guidance people can obtain from four of the world's great religions on exactly how people ought to behave when engaged in the financial industry.

Business and Society: Ethics and Stakeholder Management, 4th Edition, by Archie B. Carroll and Ann K. Buchholtz (South-Western College Publishing, 2000).

This is the 4th edition of this popular textbook which is used in Business and Society and Business Ethics courses. The book emphasizes the twin themes of stakeholders and business ethics and uses cutting-edge research to document

and support textual narratives. The book is strong on conceptual models and research.

New features in the 4th edition include: a new co-author, Ann Buchholtz, adding her strategic, ethics, and nonprofit experiences and perspectives; 14 new cases included in the total of 37 cases; updated cases; three chapters dedicated to business ethics; Search the Web inserts identifying web-based resources for ethics, stakeholders, and corporate social responsibility research and examples. Support materials for the text include Instructor's Manual and Test Bank, PowerPoint Slide masters, videos, Thomson Learning Testing Tools, and a web site.

The 20 chapters in the text are organized into five major Parts: Business, Society and Stakeholders; Business Ethics & Management; External Stakeholder Issues; Internal Stakeholder Issues; and, Strategic Management for Social Responsiveness.

International Business Ethics: Challenges and Approaches edited by Georges Enderle (University of Notre Dame Press, 456 pp. \$55.00 cloth; \$27.00 pbk)

The dramatic increase of international business ethics since the 1980s has been a highly complex and rather opaque process, despite the rhetorics of both globalization and the triumphant advance of capitalism. Enormous ethical chal-

lenges have come to the fore, which need thoughtful and courageous practical initiatives as well as academic expertise.

International Business Ethics: Challenges and Approaches is a pioneer in this widely uncharted field of international business ethics. This volume includes the work of 39 contributors, half of them from non-Western countries, first presented at the First World Congress of Business, Economics, and Ethics hosted at Reitaku University and the Institute of Moralogy in Japan. These outstanding articles paint an extraordinarily rich and fascinating multidisciplinary picture of international business ethics as it evolves, and delineate the contours of how international business ethics may develop at the turn of the millennium.

Challenges addressed include: the need to differentiate economic analysis beyond simple profit maximization; the active participation of the world's religions in coping with global issues; information technology in different cultures; the roles and responsibilities of transnational corporations; the demand for a new generation of business leaders; and the prospect of East Asia as a major economic region that will considerably shape the next century.

Ethical Banking: Progress and Prospects by Christopher Cowton and Paul Thompson (Financial Times Business, London, August

1999) for information:
<http://www.finance.ft.com>.

Several financial initiatives have emerged during the 1990s, which may loosely be described as "ethical banking." In parallel with the establishment of ethical investing—the inclusion of social and ethical goals in the construction of share portfolios—these various initiatives have attempted to bring ethics to the fore in the provision of a range of banking and related services.

Ethical Banking: Progress and Prospects is a new management report from FT Business. It is a timely report that helps you understand the development of the concept of "ethical banking" and discusses the implications for business. The report comprises 11 originally researched case studies of both UK and overseas companies. Each case study follows a similar format, enabling you to make comparisons between cases. This report is a valuable guide and reference tool for all financial professionals.

**The New Job Contract:
Economic Justice in an Age of
Insecurity** by Barbara Hilkert
Andolsen (Pilgrim Press, 176 pp.
Pbk \$15.95)

Unemployment is down, but so is job security. Careers can end suddenly and salaries can be drastically cut. How can workers moderate the effects of this fundamental

change? This new analysis connects religious understandings of economic justice to the issues facing both workers and the broader community. The knowledge elites need to shorten the distance between themselves and the unskilled and poor in order to express solidarity for the common concerns. The New Job Contract digs beneath the buyouts and restructurings to unearth deeper economic transition, and reveal its implications for society and for families.

Natural Capitalism by Paul
Hawken, Amory Lovins and Hunter
L. Lovins (Little Brown & Co.
September 1999 ISBN:
0316353167 Hardcover \$26.95
416 pages)

In this groundbreaking paradigm for the economy, three leading business visionaries explain how the world is on the verge of a new industrial revolution, one that promises to transform our fundamental notions about commerce and its role in shaping our future.

In the long-anticipated new book by Paul Hawken and Amory and Hunter Lovins, durable, practical, and stunningly profitable principles are synthesized for the first time into the foundations for a system called natural capitalism. With hundreds of thousands of copies of their works in print worldwide, the authors are leaders in setting the agenda for rational, ecologically sound industrial development, and

in *Natural Capitalism* they have written their most significant and genuinely inspiring work.

Traditional capitalism, they argue, has always neglected to assign monetary value to its largest stock of capital—namely, the natural resources and ecosystem services that make possible all economic activity, and all life. *Natural Capitalism*, in contrast, takes a proper accounting of these costs. As the first step toward a solution to environmental loss, it advocates resource productivity—doing more with less, wringing as much as a hundred times as much benefit from each unit of energy or material consumed. *Natural Capitalism* also redesigns industry on biological models that result in zero waste, shifts the economy from the episodic acquisition of goods to the continual flow of value and service, and prudently invests in sustaining and expanding existing stores of natural capital.

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ANNUAL MEETING EDITION!
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