



THE SOCIETY FOR BUSINESS ETHICS NEWSLETTER

Summer, 2002

Volume XIII, Number 1

President's Report

Laura Hartman

Hello everyone and happy Spring (unless, of course, you're in Chicago where Spring means daily low temperatures this year of sub-40 degrees!). I have only a few brief comments before encouraging you to review carefully the important information contained in this newsletter regarding this year's Annual Meeting. The preliminary program for our meeting begins on page 4.

First, some housekeeping details. I would like to congratulate Dennis Moberg on his election to serve on the Board of Directors. We are thrilled to welcome him onto the Board and look forward to working with him over the next few years. In addition, I want to express the entire Society's appreciation to Pat Murphy and to Bob Frederick for agreeing to run when nominated and encourage both of them to consider running again next year. (Speaking from personal experience, the second time can often be the charm.)

Next, I would like to encourage you to consider attending our new **preconference program**, scheduled to take place from 2:00 – 6:00 on Thursday August 8, and co-sponsored with the Ethics Officers Association. This program, which will be followed by registration and a reception, will provide an opportunity to hear from practitioners in the field as well as our own colleagues as they

compare and contrast the perspectives of academics and practitioners. John Dienhart and I have been working with Ed Petry and Frank Daly of the EOA to put together a program that will be stimulating and engaging for both academics and practitioners, as a first step toward a more synergistic and valuable partnership.

Finally, you'll find in this newsletter information about the annual meeting. We're very excited about our program this year and expect the meeting to provide a great opportunity for scholarly exchange. Please review these materials carefully and give Donna Woods a call if you have any questions about the program. If you have any hotel or other logistical questions, please call John Boatright. **Please remember to mention that you are with the SBE when you reserve your room. Our discounted rate for rooms and services requires that we fill a minimum number of rooms.** If you want to find out the best place to eat or to take the kids, call me! You'll also find later in this newsletter a summary of "what to do in Denver" for your information.

See you in August!
Laura

ANNUAL MEETING EDITION!

The 2002 annual meeting of the *Society for Business Ethics*

August 8-11, 2002

**The Westin Tabor Center
1672 Lawrence Street
Denver, CO 80202
303-572-9100
800-WESTIN-1**

Please see the Annual Meeting registration form and hotel information on page 18 of this newsletter. Hotel reservations must be made by July 9th

The preliminary program for the annual meeting begins on page 4
Stay up to date by checking the Society's new website at: www.societyforbusinessethics.org

Business Ethics Quarterly News

Business Ethics Quarterly, the journal for the Society for Business Ethics, is in its twelfth 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.

The Philosophy Documentation Center has now published all back issues (1991-2000) of BEQ on a fully searchable CD-ROM, which is available in either PC or Mac format. It is available to individuals for \$120. Institutional licenses are also available.

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:

George Brenkert
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Georgetown University
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CALL FOR PAPERS: ACCOUNTING ETHICS

Business Ethics Quarterly is planning a special issue on the topic of Accounting Ethics. Although papers relating to all areas of accounting ethics are welcome, a focus on issues relating to the current difficulties of public accounting firms and the problems of corporate financial reporting are especially welcome. Examples of topics include: auditor independence, earnings management, accounting standards, auditing standards, codes of professional conduct as guides to ethical behavior, the expectations gap, the roles of accountants and auditors, auditing vs. management consulting, the relationships between auditors and their clients, the responsibility of management accountants (including CFOs) for deceptive financial reports, the role of audit committees, accounting decision-making with a focus on the ethical aspect of accountants’ professional judgment, the education and socialization of professional accountants, and accountants’ attitudes about confidentiality. Papers addressing conceptual, empirical, methodological, practical or theoretical issues are encouraged. Empirical papers should have a clear theoretical foundation.

Subject to the availability of funding, a research conference will be held early in 2003, sponsored jointly by the University of Alberta and Business Ethics Quarterly, based on the papers submitted for the special issue. Further information will be available at a later date.

Since papers will be refereed blind, papers should not identify the author in any way. Author identification should be limited to a removable cover page. Electronic submission of papers is strongly preferred. Electronic submissions should be included as a Word attachment to an email message. Paper submissions must include 4 copies of the paper. Other submission information may be found in each issue of Business Ethics Quarterly.

Deadline: December 15, 2002

Papers should be submitted directly to the Editor for this special issue:

James Gaa
Department of Accounting and MIS
School of Business
University of Alberta
Edmonton, Alberta T6G 2R6 Canada
James.Gaa@UAlberta.ca

Calendar of Upcoming Events

- August 8-11, 2002 Society for Business Ethics, Annual Meeting. Denver, CO.
- August 9-14, 2002 Academy of Management, Annual Meeting, Denver, CO.
- August 29-30, 2002 European Business Ethics Network (EBEN) Conference, in Co-operation with the European Ethics Summit, Brussels.
- October 11-12, 2002 The 5th International Business and Economics Conference St. Norbert College, De Pere, WI
"Harmony and Hegemony in an era of Globalization"
- October 23-25, 2002 Ninth Annual International Conference Promoting Business Ethics, Niagara University
- December 4-7, 2002 The Indian Institute of Management Calcutta international conference on Business-Social Partnerships: Beyond Philanthropy
- December 12-13, 2002 Conference: Teaching Business Ethics 2 "Innovation and Technology" Brunel University, UK
- December 15, 2002 Deadline for submissions, special issue of BEQ on "Accounting Ethics"
- February 20-22, 2003 "Business Ethics in a Global Economy" University of Santa Clara
- May 8-11, 2003 "Moral Imagination" Conference, Carlson School of Management, University of Minnesota
- July 15-18, 2003 Fifth International Symposium on Catholic Social Thought and Management Education, Bilbao Spain

Society for Business Ethics

** *NEW Website!!* ** www.societyforbusinessethics.org ***NEW***

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**ANNUAL MEETING
Preliminary Program
Westin Tabor Center
Denver August 8-11, 2002**

THURSDAY August 8

11 a.m.-2 p.m Board meeting

2-6 pm: Joint meeting: **Ethics Officer Association and the Society for Business Ethics workshop** – Special joint meeting with the Ethics Officers Association. Please see notice on page 17 of this newsletter for details.

Registration and Reception

FRIDAY August 9th

8:00-9:15

1. PAPERS: STAKEHOLDER ETHICS

- Alexei Marcoux: Snipers, Stalkers, and Nibblers: Online Auction Business Ethics
- Graham Wood and Richard J. Varey: Beyond the Delusion of Relationship Marketing: 'Ethics of Care' as the Framework for Rational Marketing
- Richard Hudson: The Question of Ethical Investment

2. PANEL: SPIRITUALITY, PRAGMATISM, AND BUSINESS ETHICS.

The Spiritual Corporation: A Pragmatic Perspective

Sandra Rosenthal & Rogene Buchholz, Loyola of New Orleans

The Costs and Benefits of Spirituality in Business: A Pragmatic View

Moses L. Pava, Yeshiva U.

Grounding Spirituality in Business: The Pragmatic Fantasy of Harry Potter

Patrick Primeaux, St. John's U.

9:30 – 11

3. PHILOSOPHY AND SOCIAL SCIENCE: VALUES & LEADERSHIP

- Nariman Skakov, Chaordic Business Ethics: New Science Paradigm
- Moses L. Pava, Intelligent Spirituality in Business: A Deweyan Conception
- Vanessa Hill and Steven A. Frankforter, The Impact of Social Structure on the Implementation of Organizational Values and Practices
- Colin M. Fisher, Values and Heuristics in Ethical Business Decision Making

4. PANEL: GLOBAL BUSINESS CITIZENSHIP

Participants:

Jeanne Logsdon, U. of New Mexico
Patsy Lewellyn, USC at Aiken
Kim Davenport, Firstdata Corp.
Edwin M. Epstein
Virginia Gerde, U. of New Mexico

Friday 11 – Noon: KEYNOTE ADDRESS :

**Hunter Lovins,
The Rocky Mountain Institute**

1:30 – 3

6. PAPERS: LAW & ETHICS

- Jacob Dahl Rendtorff, Encouraging Ethical Behavior in Business: The Impact of Federal Legislation on Corporate Ethics
- Albert D. Spalding, Jr., Challenging the Regulators: Legal and Ethical Considerations
- Andrs Calder, The Foreign Corrupt Practices Act: The Shortcomings of Current Legislation Regulating Bribery and Facilitation/Grease Payments Overseas

7. PANEL: BEYOND SWEATSHOPS

Participants:

Laura P. Hartman, DePaul U.
Denis Arnold, Pacific Lutheran U.
Michael Santoro, Rutgers U.
Tara Radin, Hofstra U.

3:30 – 5 pm

8. PANEL: CONNECTING ETHICS AND LEADERSHIP

Participants:

Norman Bowie: “The Incompatibility of Contemporary Leadership Theory and Contemporary Theory in Organization Studies”
Joe DesJardins and Ronald Duska, “Ethical Leadership and Business Ethics”
R. Edward Freeman and Patricia Werhane, “Connecting Ethics and Leadership”

9. PAPERS: GLOBAL ISSUES

- Ans Kolk and Rob van Tulder, On the Effectiveness of Child Labor Codes
- Ian Maitland, The Poverty of Philosophy: A Utilitarian Critique of the Singer Solution to World Poverty
- Lucinda Peach, Globalization and Corporate Social Responsibility fr Human Rights: The Case of Burma/Myanmar
- Donald H. Schepers, Three Proposed Dimensions of Business Ethics and their Implications for Cultural Comparison

Friday Evening 5:30 – 7 pm Reception

SATURDAY August 10

8:30 – 10

10. JOINT SESSION WITH SIM: Philosophers and Social Scientists on Business Ethics: Two Solitudes or Theoretical Mosaic? Participants: Gary Weaver, U. of Delaware Norm Bowie, U. of Minnesota Richard Nielsen, Boston College Archie Carroll, U. of Georgia George Brenkert, Georgetown U. Jim Weber, Duquesne U.

11. DEVELOPING SCHOLARS TRACK - I

- Francis T. Hannafey, S.J., Fairfield University, "Economic and Moral Criteria of Executive Compensation"
- Laura Dunham, Darden School, UVA, "Ethics and the Social Logic of the Entrepreneur"
- Jeffrey D. Smith, St. Cloud State University, "Moral Markets or Moral Managers: Some Reflection in the Wake of Enron"
- Kelly A. Richmond, University of North Carolina at Greensboro, "Machiavelli's Ledger: Toward a Richer Array of Psychometrics for Research in Accounting and Ethics"

10:30 – Noon

12. ENRON PANEL

Participants:

Ron Duska, American College
Daryl Koehn, St. Thomas
Joe DesJardins, College of St. Benedict
Lisa Newton Fairfield University

13. DEVELOPING SCHOLARS TRACK- II

- John McVea, Darden School, UVA, "Ethically Pioneering Situations"
- Christopher Field, Loyola University Chicago, "Profit as Praxis: Some Thoughts on Corporate Ontology"
- Jeff M. S. Hale, University of Arizona, "Business Ethics, Organizational Justice, and Moral Imagination: Toward a Collaborative Relationship"
- Margaret Cording, Darden School, UVA, "Integrity and Post Merger Integration"

Noon- 2 pm Presidential Luncheon

2:15 – 3:45

15. ENRON PAPERS:

- James C. Gaa. Evaluating Role Performance: Doing a Good Job
- Joseph Petrick, Robert F. Scherer, and John F. Quinn, The Complex Moral Roots of Stakeholder Betrayals in the Neglect of Management Integrity Capacity
- John Alan Cohen, "I Didn't Know" and "I Was Only Doing My Job": Has Corporate Governance Careened Out of Control? A Case Study of Enron's Information Myopia
- Jeffery D. Smith, Moral Markets or Moral Managers: Some Reflections in the Wake of Enron

16. PAPERS: THEORY

- Richard Nielsen, Ethics and Organizational Theory: Varieties and Dynamics of Constrained Optimization in Different Types of Capitalism
- Gordon G. Sollars, Are the Normative Bases of Stakeholder Theory Inadequate?
- Robert Phillips and R. Edward Freeman, What Stakeholder Theory is Not

4 – 5 pm Business Meeting

5:30 – 8 pm

SBE/SIM SPEAKER: DAVE WHETTEN

SUNDAY

8:30 – 10

19. PAPERS: ON VIRTUE

- Eugene Heath: Character and Virtue in Commerce
- Edwin Hartman: Excellent People, Excellent Companies: A Virtue Ethics Approach to Corporate Responsibility
- Robert C. Solomon: Victims of Circumstances? A Defense of Virtue Ethics in Business
- Marvin T. Brown and Eugene Muscat: Family Business and the Virtue of Openness

20. PAPERS: CASES IN ETHICS

- Ronald L. Burr, SysEthCo: A Learning Organization for University Level Organizational Ethics Courses
- Karen Paul, Integrity Indicators in Business-Government Relations: An Application in Miami, Florida
- Steven Feldman, Memory and Responsibility: Time, Objectivity, and Risk in NASA Culture
- J. Brooke Hamilton III and Eric J. Berken, Exxon at Grand Bois, Louisiana: A Three Level Analysis of Management Decision Making & Corporate Conduct

21. PANEL: MORAL IMAGINATION: NEW DIRECTIONS FOR STUDY

Participants:

Shawn Berman, Santa Clara U.
Dennis Moberg, Santa Clara U.
Pat Murphy, U. of Arkansas
Robert Solomon, U. of Texas at Austin
Patricia Werhane, U. of Virginia

10:30 – Noon

22. PAPERS: WORKPLACE ISSUES

- Beverly Kracher, Cynthia L. Corritore, and Susan Wiedenbeck, Can We Trust Websites?: The Boundaries of Online Trust in B2C Electronic Commerce
- Wayne Eastman and Michael Santoro. Voting for Your Boss: Making Workplace Democracy Workable
- Eileen P. Kelly, Ethical Perspectives on Layoffs of Highly Compensated Workers and Age Discrimination in Employment
- Samuel V. Bruton, Payday Loans and Exploitation

23. TEACHING, THINKING, PROMISING

- Daniel Ostas and Stephen E. Loeb, Teaching Corporate Responsibility in Business Law and Business Ethics Classrooms
- Ben Wempe, Contending Conceptualizations of Business Ethics
- John K. Alexander, Promising, Professional Obligations, and the Refusal to Provide Service

24. PANEL: Corporate Citizenship: Integrity, Stakeholders and Exemplars

Corporate Citizenship: An Integrity Perspective

Patrick E. Murphy, Notre Dame

The Importance of a Stakeholder Orientation in Corporate Citizenship

O.C. Ferrell, Colorado State U.

Examples of Corporate Citizenship

Bruce Hutton, U. of Denver

Position Available

Laurie NJ Chair in Women's Studies at Douglass College

Few areas of academic inquiry touch the lives of undergraduate students as intensely as moral and ethical questions. Issues of honesty, ethics, and integrity surface in academic, personal, and social contexts, yet ethics is a highly contested domain within all academic disciplines. What perspective can feminist scholarship bring to these questions and concerns? What can women college students learn from these debates? How can the study of competing ethical paradigms equip them for the tough choices they will face in college and beyond? How can they develop their own capacities for ethical reasoning to insure that their decisions and activism contribute to the building of a world that is structured in accordance with principles of justice and equity? Can we identify ethical principles that hold across cultural and disciplinary boundaries? Does ethics translate into politics? Moreover, how does politics respond to ethical demands and expectations?

The 2003-2004 New Jersey Laurie Chair will use his/her expertise to enrich campus discussions of questions such as these. In particular, while in residence at Douglass College, the Laurie Chair occupant will teach a semester-long, upper-level undergraduate, interdisciplinary seminar and give one public presentation. The Laurie Chair occupant also is expected to engage with students 4-5 times during the semester through formal and informal meetings in varied settings and with Douglass College staff to involve them in extending these conversations into their areas of responsibility.

Send inquiries and applications to

Suzan Armstrong-West
Associate Dean for Academic Programs
Douglass College, Rutgers University
125 George Street
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Conferences and Call for Papers

CALL FOR PAPERS CONFERENCE ON MORAL IMAGINATION UNIVERSITY OF MINNESOTA MAY 8-11, 2003

The Carlson School of Management and the College of Liberal Arts at the University of Minnesota in cooperation with the Center for Ethical Business Cultures will host a conference on moral imagination May 8-11, 2003. We invite papers on the use of moral imagination in business. Papers should be of such a length that they can be presented in forty-five minutes. Papers must be received by March 1, 2003. There are a limited number of slots for submitted papers. Persons whose papers have been accepted for inclusion will be notified by late March. Papers from all disciplines including philosophy, psychology, management and organizational studies are encouraged. There will be three keynote speakers and several invited papers. The names of the keynote and invited speakers will be announced in the fall. For further information contact Lois Graham at lgraham@csom.umn.edu

Business Ethics in a Global Economy

An International Conference for Executives and Scholars Sponsored by the Markkula Center for Applied Ethics Santa Clara University
February 20-22, 2003

Santa Clara University and the Markkula Center for Applied Ethics are sponsoring the second national Santa Clara Conference on Business Ethics in February 2003. The conference is designed for business executives and for business ethics teachers and researchers who deal with global issues in business ethics.

The conference will consist of three parts:

Thursday, February 20, 2003 – Silicon Valley Corporate Tour
Attendees will tour two prominent Silicon Valley high-technology firms and hear briefings from the heads of global operations from these firms. Thursday evening's keynote talk, part of Santa Clara's year-long Globalization Institute, will be given by a renowned international corporate executive.

Friday, February 21, 2003 – Corporate Conference
Friday's sessions will be devoted to a day-long dialogue between practitioners and scholars around such themes as global labor and environmental standards, local community involvement, the Third World critique, and the development of international ethical norms. Corporate participants will be members of the Markkula Center's Business and Organizational Ethics Partnership and its Senior Leaders' Forum.

Saturday, February 22, 2003 – Academic Presentations
The "academic" portion of the conference will be held on Saturday, including two panels of "emerging

scholars in business ethics" whose work will be showcased. Competitive papers will again be published, as they were after the first national business ethics conference sponsored by the Markkula Center in 2000, in special issues of academic journals, including the Journal of Business Ethics.

Areas of Focus

Papers are welcome on any aspect of business ethics. Those that deal with the area of globalization are especially encouraged. Please submit a 75-word abstract by September 1, 2002. If you are a non-tenured faculty in business ethics and are within 5 years of completing your dissertation, you qualify as an emerging scholar for a full travel stipend to attend the conference if your paper is accepted. Full papers in this category are due no later than November 1, 2002. Notification of accepted abstracts will be mailed on October 15, 2002. Full papers must be submitted at the time of the conference in order to be considered for inclusion in the journal(s).

Conference Hosts

Santa Clara University, a comprehensive Jesuit, Catholic university located in California's Silicon Valley, offers its 7,400 students rigorous undergraduate curricula in arts and sciences, business, and engineering, plus master's, Ph.D. (engineering), and law degrees. Distinguished nationally by the third-highest graduation rate among all U.S. master's universities, California's oldest higher education institution demonstrates faith-inspired

values of ethics and social justice.

The Institute on Globalization is a program offered during the 2002-03 academic year featuring conferences, a speaker series, exhibits and performances, curriculum development, and other activities related to globalization. Inquiries about the Institute can be directed to Don Dodson, Vice Provost for Academic Affairs, ddodson@scu.edu.

Please send abstracts to:

Kirk Hanson
Executive Director
Markkula Center for Applied Ethics
Santa Clara University
Santa Clara, CA 95053

**Futures of Ethical Corporations:
Call for papers for a special
edition of Futures; Journal of
policy, planning and futures studies**

Guest editors: Jane Collier and Ted Fuller

The purpose of this special edition of *Futures* is to provide a thorough examination of the histories, trends, trajectories and 'futures' of ethical corporations. Authors are invited to submit articles (6,000-8,000 words) that explore alternative futures for "ethical corporations". In the process of such exploration, the very meaning of the words "ethical corporation" now and in future should be challenged, deconstructed, (re)defined, debated etc. In doing so, knowledge can be created, for example about; false assumptions, unwanted consequences of desired actions, present hegemonies, the limitations of ideal types, inherent values, etc. *Futures* is an international, multi-disciplinary academic refereed journal for aca-

demic and policy readership. Articles must be grounded but need not be empirically based. It is expected that the entire special edition will cover a number of dimensions relating to ethical corporations. The following list is illustrative:

Trends in the social and philosophical meaning of "ethical" and possible future principles and measures;
Effect of changes in the relative power and stake of particular stakeholders and consequential de facto definitions of ethical corporations in alternative (future) regimes;
Changing "models" of ethical corporations; what constitutes a "generation" of ethical businesses, i.e. how do patterns in norms of good practice change and what might evolve in future generations of corporations;
Deconstruction of corporate and political rhetoric, for example with respect to ethical futures;
Lessons for the future from history;
Trends in ethical relationships with particular stakeholder groups and possible future scenarios;
Unwanted consequences of applied corporate ethics and the indicators and measures of these patterns in the discourse and adoption of good practice internationally and the probabilities of continuation or discontinuation in these patterns;
Critique of the notion that corporations can be ethical.

Futures studies do not deal with predictions. Their purpose is to articulate strong and robust ideas about the future and to critique current assumptions, practices and expectations. Useful ideas about the future are often framed as alternative possibilities (hence futures) given a set of assumptions or alternative assumptions. These forward views might be extrapolations of present trends; might seek to articulate a

desired or undesired future (and from whence these came); or might be more exploratory and investigative of possible futures.

Images of futures are often, but need not necessarily be, communicated as "scenarios". The term "scenario" should not be confused in this instance with 'scenario planning' which tends to adopt "best / worst / business-as usual" outcomes for given actions - the terms are distant cousins. In futures studies, scenarios provide the space for logically consistent descriptions, stories or in-depth ideas to be communicated in some meaningful way. Such scenarios may arise from a logical and explicit confluence of actions, but they are used to explore issues of concern, not to predict an outcome as one would in a planning exercise where the context is well bounded.

The articles will be peer-refereed according to the normal practice of the *Futures* journal. Submission deadline for articles is October 31st 2002.

Publication date is scheduled for the second half of 2003. Inquiries and articles should be emailed to Ted Fuller <ted.fuller@durham.ac.uk>
Web address: www.dur.ac.uk/ted.fuller/calls/fec.htm

1. Jane Collier, Judge Institute of Management, University of Cambridge,

Trumpington Street
Cambridge CB2 1AG UK

2. Ted Fuller, University of Durham Business School, Mill Hill Lane, Durham, DH1

3LB, UK

3. *Futures*® is a multidisciplinary refereed journal concerned with medium and long-term futures of cultures and societies, science and technology, economics and politics,

organisations and corporations, environment and the planet and individuals and humanity. Covering methods and practices of futures studies, the journal seeks to examine possible and alternative futures of all human endeavours. Futures® seeks to promote divergent and pluralistic visions, ideas and opinions about the future. Indexed in SSCI / ABI etc. <http://www.elsevier.com/inca/publications/store/3/0/4/2/2/>

CALL FOR PAPERS FROM DEATH TO LIFE September 26-29, 2002

From Death to Life: Agendas for Reform is the third in a triennial conference series hosted by the Notre Dame Center for Ethics and Culture and sponsored by the Maas Family Excellence Fund. The first conference, The Culture of Death, examined Pope John Paul II's claim that a pervasive Culture of Death threatens the sanctity and dignity of human life. The central question of the conference was whether there is a culture of death as suggested in *Evangelium Vitae*, and if so, what its sources and its manifestations are. The Culture of Life examined the possibilities for building a genuine culture of life in our current social context. The overarching goal of the conference was to articulate the hopeful moral vision expressed in Pope John Paul II's recent encyclicals, *Veritatis Splendor*, *Evangelium Vitae*, and *Centesimus Annus*. The third and final conference in the series will be centered around concrete proposals for building the culture of life described in the second conference. It is hoped that these proposals will be guided above all by a concern for those Pope John Paul II has called "the weakest and most

innocent."

The Center welcomes submissions from scholars, graduate students, and undergraduates. A broad range of topics will be considered, including but not limited to:

- Possibilities for reform of contemporary institutions and practices such as medicine, education, politics, commerce, the family, the arts, and the natural sciences
- The promises and dangers of technological advancement
- The public-private distinction and its relevance to cultural reform
- Efforts to encourage diversity in religious and secular institutions
- Historical examples or studies of reform
- The prospects for and resources of developing nations
- Responsibilities to the poor and oppressed
- Possibilities for peace and reconciliation in war-torn areas
- The requirements of civic virtue

One-page abstracts for individual papers should include name, affiliation, address, and e-mail address (if possible). Session presentations will be limited to twenty minutes, and plenary presentations will be one hour. Proposals for panel discussions and author-meets-critics sessions are also encouraged.

Deadline for submissions is June 1, 2002. Notification of acceptance will be mailed by July 1, 2002.

Abstracts should be e-mailed to ndethics@nd.edu or mailed to: David Solomon, Director
Notre Dame Center for Ethics and Culture
1047 Flanner Hall
Notre Dame, IN 46556

The full list of twenty-five plenary speakers will be posted on our web site soon. Visit us at <http://www.nd.edu/~ndethics>.

Second Annual Conference on Corporate Governance and Sustainable Peace sponsored by the William Davidson Institute and The Aspen Institute's Initiative for Social Innovation Through Business on November 22-24 in Ann Arbor. For info contact Tim Fort: timfort@bus.umich.edu

The Indian Institute of Management Calcutta is organizing an international conference on Business-Social Partnerships: Beyond Philanthropy, to be held **December 4-7, 2002. Information about the conference can be found on the Institute's website: www.iimcal.ac.in**

**15th EBEN Conference and European Ethics Summit
'Sustaining Humanity Beyond Humanism'
August 29 and 30, 2002
European Parliament,
Brussels, Belgium**

The 15th Annual EBEN Conference will take place as part of the European Ethics Summit. The "European Ethics Summit" will take place in Brussels on the premises of the European Parliament. It will be held from Thursday morning, the 29th until the late afternoon of Friday the 30th of August 2002

The aim of the Summit is to analyse and suggest ways forward for the many concrete problems which challenge Europe today, from cloning and genetic screening, economics and globalisation to concerns for the environment. The focus of discussion will be on how we as human beings can sustain our humanity beyond humanism into the new scientific

epoch. The European Ethics Summit will offer an analysis of these issues which are so fundamental to the future of Europe. The Ethics Summit is a co-operative venture between European ethics organisations such as EBEN (European Business Ethics Network), Societas Ethica, EACME (European Association of Medical Ethics), the European Engineering Ethics Network and EEN (European Ethics Network).

EBEN will represent the business ethics perspective to the general topic of this summit with a separate track of concurrent workshop-sessions on the second day of the conference with the theme "Business Ethics: Sustaining Humanity in a Global Economy".

Teaching Business Ethics 2: Innovation and Technology
Brunel University, Near Heathrow,
UK December 12-13 2002

As business ethics grows in importance in teaching faculty in Universities across Europe, the need for the development of teaching in the area becomes increasingly apparent. It is no longer sufficient to rely on cases and texts borrowed from the United States, nor to adapt business ethics teaching from other functional areas. Building on the Teaching Business Ethics Conference at City University, UK in June 2001, this *International* conference is intended to give a much-needed boost to the teaching of business ethics across

Europe and is supported by the European Business Ethics Network.

The two-day conference is suitable for established teachers and professional developers in business ethics and those new to, or interested in moving into, the field. In this conference we will focus on *new innovative approaches* to teaching business ethics. There will be three main themes for which we invite contributions.

Information and communication technologies Computer-mediated communication (CMCs: email, elec-

tronic bulletin boards, chat rooms), the Internet and computer 'games' all offer new means of teaching and learning in business ethics. Is business ethics suited to teaching using technology? Does teaching business ethics with information and communication technologies offer special challenges and opportunities? How can CMCs be used to best effect?

Innovative use of Case work
This refers to both the development of business ethics case material and innovative ways of using case studies. Which types of cases work well in teaching business ethics in Europe? How can use of a particular case be extended? What kind of innovations help to bring case studies to life for students? We anticipate a workshop on writing business ethics case studies. Using alternative media

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The 5th International Business and Economics Conference
St. Norbert College, De Pere, WI
October 11-12, 2002

Conference Theme: Harmony and Hegemony in an era of Globalization
A multi-disciplinary conference devoted to the advancement of business and economic global issues and education. St. Norbert College is located on the western bank of the Fox River in the Green Bay metropolitan area. The city

is served by the Austin Straubel Airport, which provides more than 40 daily flights to and from major hubs such as Chicago, Detroit, Milwaukee and Minneapolis. Send your submissions to: Kevin Quinn St. Norbert College 100 Grant Street De Pere, WI 54115 Phone: (920) 403-3083 e-mail: info@sncibec.org
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The 12th International Symposium on Ethics, Business and Society Work, Family and Society in the 21st Century

July 3-5, 2002 - Barcelona University of Navarra

The symposium has a two-fold objective: First, it aims to rethink work and family, taking into account, among other things, the role of the business community, civil society and the state in fostering family life. Second, the symposium will present and consider practical proposals for an appropriate balancing of the demands of work and family life, resulting in social conditions that allow the family to flourish and to realize its full potential for the good of family members and society in general. The symposium will take place in the context of the centenary of the birth of Blessed Josemaría Escrivá, founder of Opus Dei and the University of Navarra. This is appropriate as the theme of work and the family was central to his life and teaching.

This Symposium is organized by IESE Business School in collaboration with "Enterprise and Humanism" Institute, University of Navarra. It will take place at IESE facilities in Barcelona (Av. Pearson 21), from July 3, evening to July 5, evening.

Further information and correspondence: Prof. Domènec Melé - IESE Business School Av. Pearson, 21 - 08034 Barcelona Phone: (34) 93 253 42 00 Fax: (34) 93 253 43 43 e-mail: mele@iese.edu

Books

Ethics and Governance: Business as Mediating Institution by Timothy Fort, University of Michigan Business School (Oxford University Press: Ruffin Series in Business Ethics, 320 pp.; \$49.95 0-19-513760-4)

This book argues that ethical business behavior can be enhanced by taking fuller account of human nature, particularly with respect to the need for creating relatively small communities within the corporation. Timothy Fort discusses this premise in relation to the three predominant theories of business ethics—stakeholder, virtue, and contract. Drawing heavily from philosophy, he analyzes traditional business ethics and legal theory. Overall, his work provides a good example of how to integrate normative and empirical studies in business ethics, a task that often receives substantial discussion in academic journals.

Memory as a Moral Decision: The Role of Ethics in Organizational Culture by Steven P. Feldman (Transaction Publishers, March 2002, 245 pages, ISBN: 0-7658-0105-1, \$39.95). Over the last two decades the study of organizational culture has become one of the central disciplines in the field of management. This literature has had a significant influence on how we understand, design, and thus experience organizations. Through detailed textual analyses of key writings in the field, Feldman examines this literature for its ethical assumptions and implications. He develops a historically grounded

theory of moral tradition for this purpose. He discovers that the literature on organizational culture is caught between two basic assumptions: ethics is the responsibility of senior executives exercising superior rationality, and ethics is a form of power/knowledge that subjugates individuals for organizational purposes. Feldman critiques these two positions as they are found in classic works and contemporary approaches such as institutional theory, critical theory, and postmodernism. From this series of analyses, Feldman concludes that modern organization theory and the organizations it helps create have reduced ethics to politics and in so doing have undermined the tension between inner ideals and outer action. Feldman argues that only by maintaining a tension between ideals and action do we have the moral resources to evaluate the endless opportunities that come before us in organizational life. See Transaction's website for a 20% discount: www.Transactionpub.com

The Blackwell Guide to Business Ethics edited by Norman Bowie. (December 2001, 368pp, Hardcover 0631221220 \$69.95. Paper 0631221239 \$34.95) The *Blackwell Guide to Business Ethics*, written by an international assembly of experts, acquaints the reader with ethical issues in the practice of business, theoretical and pedagogical issues, and important new directions in the field. The volume provides a foundation for understanding changes to the nature of business due to technology

and globalization. It includes discussion of current ethical issues in areas such as marketing, accounting, and financial markets. The contributors also explore the frontiers of ethical thinking in healthcare, genetic research laboratories, and organizations responsible for the computer revolution and e-commerce. Visit Blackwell at www.blackwellpublishers.co.uk

Business Ethics by Michael Boylan (Prentice Hall, 2001) This book aspires to introduce the student to important ethical issues that arise in the world of business. As such, it fits into that branch of ethics referred to as Applied Professional Ethics. *Business Ethics* is the third book in the series *Basic Ethics in Action*. The series includes this book and two other anthologies on applied professional ethics: *Environmental Ethics* and *Medical Ethics*. The series (for which I am the general editor) also features other (generally single author) titles in Normative and Applied Ethics. These will include social and political philosophy, professional ethics, human rights, and legal ethics (among others in an expanding list). The series will also include focus books that are about half as long as the current one on particular moral issues, such as genetic engineering, international business, and informed consent. *Basic Ethics in Action* includes both types of book. The series aspires to the pattern set by Prentice Hall's influential *Foundations of Philosophy* series of the 1960s and 1970s

Corporate Irresponsibility:

America's Newest Export by

Lawrence E. Mitchell. (George Washington University Press 2002, 320pp Cloth 09023-4, \$27.95)

Corporations are often so focused on making short-term profits for their stockholders that they behave in ways that adversely affect their employees, the environment, consumers, American politics, and even the long-term well being of the corporation, says Lawrence Mitchell in this provocative book. This is a significant issue not only in the United States but also in the world, for many countries are beginning to emulate the American model of corporate governance. Mitchell criticizes this emphasis on profit maximization and the corporate legal structure that encourages it, and he offers concrete proposals to bring about more socially responsible corporate behavior. Mitchell declares that managers should be freed from the legal and structural constraints that make it difficult for them to exercise ordinary moral judgment and be held accountable for their actions. He suggests, for example, that earnings reports be required annually rather than quarterly, that the capital gains tax be increased on stocks held for fewer than thirty days, and that elections of corporate boards of directors be held every five years rather than every year. Mitchell places the problem of corporate irresponsibility within the broader context of American life and demonstrates the extent to which contemporary corporate behavior represents a corruption of our cherished liberal values of personal freedom and individuality.

Business on Trial: The Civil Jury and Corporate Responsibility by

Valerie P. Hans. (2000, 288pp. 14

illus. Cloth 08206-1, \$35.00) Jury verdicts in business trials are considered by many to be influenced less by a corporation's negligence than by sympathy for the plaintiffs, prejudice against business, and a belief in the corporation's "deep pockets." This book assesses these assumptions in the first systematic study of how juries make decisions in typical business cases. Surprisingly, says the author, the assumptions are either false or exaggerated.

The Ordinary Business Of Life: A History of Economics From the Ancient World to the Twenty-First Century by Richard Blackhouse.

(March 2002, 368pp. 1 table 5 line illus. 0-691-09626-0, \$35.00) In some of Western culture's earliest writings, Hesiod defined the basic economic problem as one of scarce resources, a view still held by most economists. Diocletian tried to save the failing Roman Empire with wage and price fixes- a strategy that has gone entirely out of style. And just as they did in the late nineteenth century, thinkers trained in physics renovated economic inquiry in the late twentieth century. Taking us from Homer to the frontiers of game theory, this book presents an engrossing history of economics, what Alfred Marshall called "the study of mankind in the ordinary business life." Roger E. Blackhouse holds a chair in the History and Philosophy of Economics at the University of Birmingham.

Designer Food: Mountain Harvest Breadbasket For The World by

Gregory E. Pence. (December 2001, 256pp Cloth 0-7425-0839-0, \$26.00) Absolutely everyone must eat. People decide several times a day what to eat and what not to eat,

and the personal issue about genetically modified food is whether it is safe to eat- not only in the moment, but also over the long run. Designer Food addresses these and other pressing questions surrounding the ethics and genetically modified food in the premier, single authored commentary on the subject. Beginning with a thorough chronicling of GM Food's rise to fame first in England and later in North America, the book considers such issues as the symbolic importance of food, world hunger, food terrorism and sabotage, and democratic public participation in the growing debate surrounding genetically modified food.

The Ethics of Food: A Reader for the 21st Century edited by Gregory E. Pence.

(January 2002, Paper 0-7425-1334-3 \$26.95, Cloth 0-7425133-5 \$65.00) Food makes Philosophers of us all. Death does the same... but death comes only once... and choices about food some many times each day. In *The Ethics of Food*, Gregory E. Pence brings together a collection of voices who share the view that the ethics of genetically modified food is among the most pressing societal questions of our time. This comprehensive collection addresses a broad range of subjects, including the meaning of food, moral analyses of vegetarianism and starvation, the safety and environmental risks of genetically modified food, issues of global food politics and the food industry and the relationships among food, evolution, and human history. Will genetically modified food feed the poor or destroy the environment? Is it a threat to our health? Is the assumed healthfulness of organic food a myth or a reality? The answers of these and other questions are engagingly pursued in

this substantive collection, the first of its kind to address the broad range of philosophical, sociological, political, scientific, and technological issues surrounding the ethics of food.

Faith, Morals, and Money What the World's Religions Tell Us about Ethics in the Marketplace

by Edward D. Zinbarg (Continuum, 2001, 182 pages, hardcover, \$22.95, ISBN 0-8264-1342-0) Most books on business ethics approach the subject philosophically. What's wrong with this, says the author, is that it neglects the most important source of most people's understanding of right and wrong: their religious tradition. Following a lucid summary of the ethical systems of Judaism, Christianity, Islam, Hinduism, Buddhism, and Confucianism, the author presents a variety of case studies (in lively dialogue form) from the whole gamut of economic life, including: misrepresentation by sellers, truth in advertising, sale of harmful products, pricing of essential products, buyers' responsibilities to sellers, buyers and sellers in cyberspace, professional ethics, bribery, the "new employment contract," the ethics of part-time employment, taking disciplinary action, exporting jobs to less-developed countries, child labor, environmental ethics, women in the marketplace. The solutions may vary from tradition to tradition, but overall one is struck by the similarities rather than the differences. This is a book grounded in the *real* ethical challenges to modern business managers, workers, and consumers with a world-religions perspective so necessary in an era of globalization.

Morality and the Market by Eugene Heath (State University of New York at New Paltz 2002, 704pp, Paper 0-

07-234508-x \$51.75) *Morality and the Market* is a business ethics anthology unlike any other. The book covers the foundations of markets, their operations, and their effects by incorporating most traditional business ethics topics while introducing new ones as well. The result is a text with genuine diversity of opinion, philosophical depth, and breadth of topic, accompanied throughout by a knowledgeable and sympathetic account of the traditional issues in business ethics. *Morality and the Market* places special and distinctive emphasis on virtue and its applicability to the contexts of commerce. Each of the traditional topics of business ethics is related to particular virtues. For example, the virtue of honesty is related to advertising and sales; integrity is related to whistle blowing; social responsibility is related to business profit; and courage is related to entrepreneurship. *Morality and the Market* explores the moral foundations of markets, their moral consequences, and considers the effects of commerce on the arts, culture, the environment, and technological progress.

Managing as if Faith Mattered: Christian Social Principles within the Modern Organization

by Helen J. Alford O.P. and Michael J. Naughton (University of Notre Dame Press, 2002, 336 pp Paper 0-268-03462-1, \$21.95) Challenging the often-practiced double standard of private and public moralities, this book bridges what is for some managers and employees a fault line between their work and their faith. Recovering a rich social tradition found within Christianity, they connect the well-developed and developing ideas of the common good, virtue,

and social principles with concrete management issues such as job design, just wages, corporate ownership structures, marketing communication and product development. As Bob Wahlstedt, chairman of Reell Precision Manufacturing states in the Foreword to the book, "Michael and Helen combine the results of their theological inquiry with the experience of practitioners to make a compelling case for the integration of spiritual principles, values and insights with management theory." This book will challenge both those who think that the Christian tradition has nothing to say to modern business and those who think that nothing more than a personal living-out of their faith in the work situation is needed. For more information of the book see <http://www.stthomas.edu/cathstudies/publications/faithmattered/>

Philosophy and the Problems of Work: A Reader Edited by Kory Schaff Rowman & Littlefield Publishers, Inc. \$29.95 ppbk, 0-7425-0795-5 April, 2001, 336 pp. Brings together for the first time important philosophical perspectives on the subjects of labor and work, spanning analytical and Continental traditions. This comprehensive collection engages contemporary debates in political theory and the philosophy of economics, including the perspectives of classical and welfare liberals, anarchists, and feminists, about the nature and meaning of work in modern technological society, the issues of meaningful work and exploitation, justice and equality, the welfare state and democratic rights, and whether market socialism is a competitive alternative to traditional capitalism. An introduction by the editor charts the historical development of these issues in philosophical and political discus-

sions and examines the central importance of the organization and structures of work for both individual self-realization and human societies generally.

White Collar Sweatshop: The Deterioration of Work and Its Rewards in Corporate America by

Jill Andresky Fraser (W.W. Norton & Co. March 2001 / Cloth / ISBN 0-393-04829-2 / 352 pages) If you look at the stock market, or at the corporate bottom line, it seems the best of times. But look into the lives of average middle managers, and we are living in the worst of times. Media attention has focused either on the horrors of massive layoffs or on episodic explosions of corporate violence. But for those millions of Americans who have neither been laid off nor "gone postal," life at the office has become a corporate nightmare: seven-day-a-week work loads; reduced salaries, pensions, or benefits; virtual enslavement to technology; and a pervasive fear about job security. What has happened to the American dream?

With facts, figures, and trenchant case histories, Jill Fraser chronicles this catastrophic sea change in industry after industry: telecommunications, the media, banking, information technology, Wall Street. Her book is essential reading for anyone concerned with the future of the American economy . . . or worried about his or her own job.

The Working Class Majority: America's Best Kept Secret by Michael Zweig (Cornell Univ Press, ppbk, \$14.95 208 pp.) The United States is not a middle class society. Michael Zweig shows that the majority of Americans are actually working

class and argues that recognizing this fact is essential if that majority is to achieve political influence and social strength. "Class," Zweig writes, "is primarily a matter of power, not income." He goes beyond old formulations of class to explore ways in which class interacts with race and gender. Defining "working class" as those who have little control over the pace and content of their work and who do not supervise others, Zweig warns that by allowing this class to disappear into categories of middle class or consumers, we also allow those with the dominant power, capitalists, to vanish among the rich. Economic relations then appear as comparisons of income or lifestyle rather than as what they truly are—contests of power, at work and in the larger society.

Using personal interviews, solid research, and down-to-earth examples, Zweig looks at a number of important contemporary social problems: the growing inequality of income and wealth, welfare reform, globalization, the role of government, and the family values debate. He shows how, with class in mind, our understanding of these issues undergoes a radical shift. Believing that we must limit the power of capitalists to abuse workers, communities, and the environment, Zweig offers concrete ideas for the creation of a new working class politics in the United States.

Thinking About Sexual Harassment: A Guide for the Perplexed

by Margerat Crouch, (Oxford Univ Press, 2000, 328 pp) This illuminating work on one of today's most provocative issues provides all the necessary information for careful, critical thinking about the concept of sexual harassment. Consisting mainly

of two parts, it first traces the construction of the concept of sexual harassment from the original public uses of the term to its definitions in the law, in legal cases, and in empirical research. It then analyzes philosophical definitions of sexual harassment and a number of issues that have arisen in the law, including the reasonable woman standard and whether same-sex harassment should be considered sex discrimination. Sure to spark intense discussion, this book explains a complex notion in a lucid and engaging manner appropriate for anyone broadly curious about the notion of sexual harassment.

Sexual Harassment: Issues and Answers Edited by LINDA

LEMONCHECK and JAMES P. STERBA, University of Notre Dame (Oxford University Press. 384 pp) Bringing together fifty-seven contemporary popular and scholarly selections, *Sexual Harassment: Issues and Answers* clarifies and enriches readers' understanding of this complex and sensitive topic. Featuring a more comprehensive and in-depth treatment than specialized anthologies, it covers the nature of sexual harassment, various types of sexual harassment, and a wide range of current perspectives on the issue. The writings collected here represent a unique combination of political analysis, legal theory, philosophical debate, multicultural and international perspectives, regulatory documents, and Supreme Court case law. Chosen for their accessibility, concise presentation, and contribution to current debate, the selections examine the most compelling and perplexing questions raised by the media, the law, and academia on sexual harassment.

NOTICES

As you book your flights, please consider our New Plans for the Annual Meeting schedule!

The meeting this year will begin with a slightly different format compared to other years. We will begin on Thursday August 8 with a preconference program sponsored in conjunction with the Ethics Officers Association. This program, which runs from 2:00 - 6:00 and which will be followed by registration and a reception, will provide an opportunity to hear from practitioners in the field as well as our own colleagues as they compare and contrast the perspectives of academics and practitioners. Laura Hartman and John Dienhart have been working with Ed Perty and Frank Daly of the EOA to put together a program that will be stimulating and engaging for both academics and practitioners, as a first step toward a more synergistic and valuable partnership.

The annual meeting will conclude as usual at midday on Sunday, August 11.

An Honor for one of our own

On April 10, Dominican University (River Forest, Illinois) conferred on Brother Leo V. Ryan, C.S.V. their first Centennial Award of the Advisory Council, School of Business for Lifetime Contributions to Business Ethics. The event was celebrated by a dinner hosted by the University president, followed by a convocation attended by over 500 students, alumni and civic guests. The award was presented to Brother Leo who delivered the convocation lecture based on the Centennial School of Business theme: "Corporate Responsibility in a Global Economy"

Registration Form
Annual Meeting
Society for Business Ethics
August 8-11, 2002

The Westin Tabor Center
1672 Lawrence Street
Denver, CO 80202
303-572-9100
800-WESTIN-1

Please contact the Westin Tabor Center to make guest room reservations. The rates are \$169 single occupancy, \$189 double occupancy. Identify yourself as attending the Society for Business Ethics meeting. Important:

Reservations must be made by July 9, 2002.

Name _____

Institution _____

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Telephone _____ E-Mail _____

Conference Fee \$70, Students \$40 (after July 15 \$80 and \$45) _____

Luncheon Banquet \$35 (*must be received by July 15*) _____

Total _____

Please make checks payable to "Society for Business Ethics." Mail the registration form and check to:

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