



THE SOCIETY FOR BUSINESS ETHICS NEWSLETTER

Winter, 2004

Volume XIV, Number 3

Report from the Executive Director

As the school year nears the halfway point, we can look back to the highly successful annual meeting in Seattle last August and forward to an equally rewarding gathering next August in New Orleans at the Hotel Monteleone. The Seattle meeting had 159 attendees, of which 24 were from outside North America. A highlight of the meeting was the pre-conference session with the Ethics Officer Association, organized by Christopher Michaelson of the Wharton School. Thanks to Christopher for his much appreciated initiative and thoroughness in spearheading this initiative.

The position of Communication/Marketing Director has been filled with the appointment of Carol Orsborn of Pepperdine University. Carol has moved quickly into this new position by issuing press releases about articles of general interest in recent issues of *Business Ethics Quarterly*. Our thanks to Carol for accepting this important new job. Any members who have contacts with business writers at local newspapers are encouraged to share this information with Carol.

Nominations for a new member of the board of directors have been received by the Nominating Committee of the board. The new member will replace Laura Hartman, whose five-year term is coming to an end. The nominees are Richard Nielsen of Boston College and Prakash Sethi of Baruch College of the City University of New York. A ballot will be sent to all members in January.

The 2004 directory of SBE members has been mailed and should arrive in your mailbox before this newsletter reaches you. If you do not receive a copy, let me know and one will be sent to you. If any information is incorrect or incomplete, please notify the Philosophy Documentation Center, which maintains our membership list. Instructions for change of address and updates of information are contained on the SBE Web site at www.societyforbusinessethics.org.

The board of the Society has been exploring ways of increasing the prominence of business ethics within the American Philosophical Association and has appointed Denis Arnold of the University of Tennessee to be its liaison with the APA. In addition to continuing the sponsorship of an SBE group meeting at each APA divisional meeting, the Society is exploring the founding of an APA special committee on business ethics. A special committee might lead to a greater presence of business ethics in the main program and the establishment of a business ethics newsletter for APA members. Any APA members with ideas for better collaboration are encouraged to contact Denis.

At the board meeting in Seattle, your directors considered the need for guidelines on multiple

presentations at the annual meetings. In an effort to include as many members as possible on the program, the board decided to limit the participation of each participant to one paper session and one panel, for a total of two presentations. These guidelines will be in effect for the New Orleans meeting, which is being organized by Dennis Moberg. The board hopes that all members will understand the need for this limitation on the number of presentations and support the board's decision.

My best wishes to all members for a joyous holiday season.

John Boatright



**Society for Business Ethics
Annual Meeting
August 5-8, 2004**

Hotel Monteleone,
214 Royal Street
New Orleans, LA 70130-2201
(800) 535-9595
<http://www.hotelmonteleone.com/>

**Submission deadline
March 1, 2004**

Please see submission guidelines
page 4 of this Newsletter

Business Ethics Quarterly News

In recent months we have made a number of changes at the *Business Ethics Quarterly* that should enhance its quality and reputation:

* BEQ is presently indexed in a number of very reputable indexes. Among the most prominent are the International Bibliography of the Social Sciences, The Philosopher's Index, ProQuest's ABI/INFORM, EBSCO's Business Source Elite and Business Source Premier, and the Social Sciences Citation Index

* In addition, a full-text version of BEQ will be available by late this fall through EBSCO. EBSCO is a major service that provides online access to some of the most prominent journals in business, e.g. Administrative Science Quarterly, Academy of Management Journal, Academy of Management Review, Harvard Business Review, California Management Review, and Industrial & Labor Relations Review. EBSCO's Business Source Premier provides full text for more than 2,800 business publications, including more than 900 peer reviewed journals. Finally, EBSCO claims that 84% of the 124 ARL (Association of Research Libraries) are current EBSCO host subscribers. 73% of all junior/community colleges are current EBSCO host subscribers.

* We have revised our publication agreement form. This agreement form is the result of surveying other journals and discussions with the SBE Board of Directors. We think it will offer much greater protection for the authors and the journal in the years to come.

* We have instituted a new system by which we can reach out to those in various professional fields such as marketing, law, finance, accounting, management, etc. At present, I have appointed four Area Editors to help me to solicit manuscripts from those in their particular areas of expertise. Patrick Murphy (Notre Dame) has agreed to be Area Editor in Marketing, Tim Fort (Michigan) has agreed to be Area Editor in Law, Jim Gaa has agreed to be Area Editor accounting ethics, and Gary Weaver has agreed to be Area Editor in management ethics. In addition, Daryl Koehn and Jane Collier have been appointed Book Review Editors.

Our number of subscriptions/memberships continues to rise. Indeed, in a time when other humanities and social science subscriptions are tending downward, we continue to grow. In addition, our pricing remains very modest in comparison with all other journals in business ethics.

Please help the Journal by requesting that your library become an institutional subscriber to BEQ. On-line subscription, including institutional subscriptions, can now be done at: <http://www.pdcnet.org/beq.html>

And, it should be noted, our subscription/membership price brings with it not only *Business Ethics Quarterly*, but also this newsletter, the publications of the Ruffin series from the Darden Graduate School of Business Administration (University of Virginia), possible membership in a list serve reserved for SBE members, and an annual national conference at which to share one's research and teaching results, as well as to network with others in the field. Surely this is a genuine bargain.

In short, we are making progress in strengthening *Business Ethics Quarterly*. I know we have much more that we can do. I would appreciate your suggestions regarding new directions we should undertake or old practices we can and should do better. In addition, you can continue to support the journal through sending us high quality manuscripts. We look forward to hearing from you.

George G. Brenkert
Editor-in-Chief

Society for Business Ethics

www.societyforbusinessethics.org

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APA SBE Group Session

As you may know, the SBE Board of Directors recently appointed Denis Arnold (University of Tennessee, Knoxville) to serve as the SBE liaison with the American Philosophical Association. Through Denis' work, the Board hopes to re-establish SBE's presence at APA meetings and to establish formal incorporation of business ethics into the APA's organizational structure. The first results of Prof. Arnold's work are the outstanding group sessions listed below. We invite, and strongly encourage, you to attend. (*Ed. Note*)

**SBE Group Session
American Philosophical Association, Pacific Division
March 25, 2004, 8:00 – 11:00pm
Pasadena, California
Location TBA**

Topic: Stakeholder Theory and Global Justice

Chair: Jeffery Smith, University of Redlands

Speaker: Robert Phillips, University of San Diego

“Stakeholder Theory and Organizational Ethics”

Commentator: Jeffery Smith, University of Redlands

Speaker: Nien-he Hsieh, University of Pennsylvania

“Global Justice and Transnational Corporations”

Commentator: Denis G. Arnold, University of Tennessee, Knoxville

**SBE Group Session
American Philosophical Association, Central Division
April 23, 2004, 5:15-7:15pm
Chicago, Illinois
Palmer House Hilton**

Author Meets Critics: Patricia Werhane, Tara Radin, and Norman E. Bowie's, *Employment and Employee Rights*

Author: Patricia Werhane, DePaul University

Critic: Alexei Marcoux, Loyola University, Chicago

Critic: Al Gini, Loyola University, Chicago

Critic: Denis G. Arnold, University of Tennessee, Knoxville

For updated location information, check the APA Homepage

@ <http://www.apa.udel.edu/apa/index.html>

Submission Guidelines

Society for Business Ethics—Annual Meeting August 5-8, 2004

Submit three clean copies of the manuscript to:

Dennis Moberg
Program Chair, Society for Business Ethics
Department of Management
Leavey School of Business & Administration
Santa Clara University
500 El Camino Real
Santa Clara, CA 95053
(408) 554-4713

All submissions must be submitted in hard copy. No submissions will be accepted by FAX. However, if you would like to receive more timely electronic notification concerning your submission, you may also send your submission in electronic form (as an attachment in Word) to dmoberg@scu.edu.

Submission deadline: March 1, 2004

Multiple Submissions

The Executive Board has established the following policy: Individuals submitting papers and paper proposals will be limited to one paper submission and inclusion on one panel submission. (This policy shall not prevent any presenter from also serving as a session moderator).

Cover Page on All Submissions

- Provide the full title, author's name, affiliation, address, phone number, FAX, and email address on the cover page of submissions.
- Panel proposals should identify the chair and all proposed participants by name, address, phone number, and email address. To facilitate matching your submission to reviewers, describe the content of your submission on the cover page according to the following (list at least one code from each column but as many as apply, e.g., P-4, 5, 6; A-4, 5; M-1, 6). Submissions will be considered that do not "fit" any of these categories, but try to classify your submission so we can match it with reviewers who are able to provide meaningful feedback.

Paper Submissions

Repeat the full title on page one of the paper without the author's name or any other identifying information. Provide a 150-word abstract. As a courtesy to our reviewers, please restrict papers to 30 pages (double-spaced) or less.

Panel Submissions

You may identify panelists by name in the body of your proposal. Panel proposals should include a clear statement indicating the content rationale for the panel and the format to be used. Panel proposals must also include a 150-word abstract for each participant. Panels will normally be comprised of no more than three presenters plus a chair (who may also be one of the three presenters). Panels should not include discussants.

Paradigms

- P.1 Environmental ethics
- P.2 Comparative ethics
- P.3 Feminist ethics
- P.4 Kantian ethics
- P.5 Law and Economics
- P.6 Moral psychology
- P.7 Organizational
behavior/management
- P.8 Rawlsian theory
- P.9 Religious/theological
considerations
- P.10 Post-modernism
- P.11 Contract theory
- P.12 Stakeholder theory
- P.13 Utilitarianism
- P.14 Virtue ethics

Application Contexts

- A.1 Accounting
- A.2 Codes of ethics
- A.3 Corporate governance
- A.4 Corporate social
performance/reporting
- A.5 Distributive and procedural
justice
- A.6 Employment
- A.7 Ethical decision - making
- A.8 Finance
- A.9 Global business practices
- A.10 Health care
- A.11 Social/ethical investing
- A.12 Legal & regulatory issues
- A.13 Management programs
and practices
- A.14 Marketing and purchasing
- A.15 Organizational culture and
ethics programs
- A.16 Public policy/Public sector
- A.17 Spirituality in the workplace
- A.18 Teaching/Curriculum
development
- A.19 Technology
- A.20 Unethical business practices
- A.21 Whistle blowing

Methodologies

- M.1 Analytical/ Conceptual
Theoretical
- M.2 Assessment
- M.3 Case studies
- M.4 Ethnographic Methods
- M.5 Experimental design
(including statistical analysis)
- M.6 Empirical field work
(including statistical analysis)

SBE Announcements

Membership in the Society for Business Ethics, as well as institutional subscriptions to *Business Ethics Quarterly*, can now be done on-line at the Philosophy Documentation Center's website: <http://www.pdcnet.org/member-sbe.html>. A link to this page is also provided on the SBE website: <http://www.societyforbusinessethics.org/>

Call for Papers for Three Special Issues of BEQ

Business, Ethics, and Commercial Speech

Business Ethics Quarterly issues a call for papers for a focused segment on legal and ethical issues related to commercial speech issues. In light of recent U.S. Supreme Court rulings, the extent to which corporations may engage in speech that may either be held commercial or political is a critical issue for both executives and policy-makers. Differing speech regulations around the world further complicate corporate policy approaches. Court opinions pose significant questions for the interplay between protected commercial speech, marketing and advertising issues, public relations defenses of corporate policies and programs, and the status of those defenses. Papers comparing standards of different nation-states and the impact of those differences on multinational enterprises are welcome.

Papers for this focused discussion or "micro-issue" will be undergo a double-blind, peer reviewed evaluation resulting in a highly selective set of three to five articles to be published in *Business Ethics Quarterly*. It is possible that other submitted papers may be considered for inclusion in other issues of *BEQ* outside of the micro-issue.

Steven Salbu and Timothy Fort will serve as special editors for this focused discussion. Papers should be submitted to Steven Salbu or Timothy Fort by **April 15, 2004**. The typical length of a *BEQ* submission is approximately twenty to thirty, double-spaced pages, exclusive of notes. *BEQ* recognizes "The Bluebook" as an appropriate citation method, although it requests that footnotes be converted to endnotes. Authors with questions may submit them to Professor Brenkert, Professor Al Gini (Associate Editor of *BEQ*), or Professors Fort and Salbu. Professors Fort's and Salbu's contact information appears below.

Professor Timothy Fort, PhD, JD
University of Michigan Business School
Ann Arbor, MI 48109
(734) 764-1349
timfort@umich.edu

Professor Steven Salbu, PhD, JD
McCombs School of Business
University of Texas Austin, TX 78712
(512) 471-7897
Steve.Salbu@mcombs.utexas.edu

Impact of New Technologies on Marketing Ethics

Patrick E. Murphy & Gene R. Laczniak, Guest Editors

The application of new technologies (e.g., online surveys, spam solicitation, data mining, inventory control, etc.) has changed the way that marketing is practiced in many firms. The ethical implications on the theory and implementation of these new technologies are uncertain. We invite conceptual, empirical, and theoretical papers on this topic for submission to *Business Ethics Quarterly*.

Among the possible topics that might be treated in papers are:

- What ethical issues arise from new (Amazon) or used (eBay) products sold on the Net?
- Is price discrimination being practiced by online marketers given that the past purchase history on an individual consumer is available?
- How are (or should) potential problem areas such as return policies, damaged goods in shipping and other concerns being handled by marketers?

- How is the promotion and advertising of products being influenced by technological innovations? For instance, is the use of electronic ad placements (such as on the backstop of televised baseball games) ethical? Is the number or nature of ethical problems in these areas changing as a result?
- What are the latest developments in online privacy? Some companies are being criticized for not following their stated privacy policies? Will there be ethical and marketing fallout from these actions?
- What can be done about international ethical issues arising from cross border marketing due to new marketing technologies? Are there self-regulatory, public policy or other potential answers to these concerns?
- Are there B2B ethical issues associated with new technology practices such as micro-chip sensors (RFIDs) in products?

Please send 4 copies of completed manuscript to:

Patrick E. Murphy
394 Mendoza College of Business
University of Notre Dame
Notre Dame, IN 46556
Deadline: June 1, 2004

“The Ethics of Organizational Ethics Initiatives”

Due date: January 31, 2005

For-profit, non-profit, and governmental organizations frequently engage in formal and informal initiatives ostensibly aimed at fostering ethical behavior by the organization and its members. Ethics initiatives variously include formal ethics policies, counseling and advisory programs, monitoring or investigative processes, reward and discipline systems, and also more informal activities such as management behavioral modeling and organizational cultural change. Normative scholarship has recommended the development of organizational ethics initiatives, and empirical research has examined the influences on and outcomes of such initiatives. But little attention has been given to the ethical qualities of these initiatives. This special issue is intended to redress that deficiency by prompting normative and empirical study of the ethics of organizational ethics initiatives.

Thus, “the ethics of ethics initiatives” includes (but is not limited to) topics such as these:

- the ethical assumptions built into organizational ethics initiatives
- the scope of ethical issues and perspectives addressed by ethics initiatives
- the use of punishment and reward in ethics initiatives
- issues of confidentiality and privacy in ethics initiatives
- issues of fairness or justice in ethics initiatives
- evaluations of ethics initiatives from the perspective of specific ethical theories
- issues of influence, control, or indoctrination in ethics initiatives
- the use of ethics initiatives to influence organizational images and identities
- concepts and issues of responsibility in relation to organizational ethics initiatives
- public policy and organizational ethics initiatives
- the relation of organizational ethics initiatives to the kinds of products and services offered by the organization, and to the kinds of jobs, tasks, and workforces that are common in the organization

Please contact the special issue editor, Gary R. Weaver (weaverg@lerner.udel.edu), for further information. All submissions will be double-blind reviewed following the journal’s normal review process. Final decisions on submissions rest with the Editor-in-Chief. Submissions must follow BEQ guidelines (http://www.societyforbusinessethics.org/info_contrib.htm). Send submissions for this special issue to: Prof. Gary R. Weaver, Alfred Lerner College of Business & Economics, University of Delaware, Newark, Delaware 19716 USA.

Dennis Moberg, program chair for the 2004 annual meeting, is pleased to announce the formation of a program committee to help organize the annual program. SBE appreciates the willingness of these members to serve in this way. Program Committee members for 2004 are:

Nick Capaldi, Loyola New Orleans
Nien-he Hsieh, Wharton
Chrisopher Michaelson, Wharton
Les Myers, University of San Francisco/Georgetown University
Tara Radin, Hofstra University
Scott Reynolds, University of Washington
Danielle Warren, Rutgers University

SOCIETY FOR BUSINESS ETHICS MEDIA GUIDE

As mentioned before in this space, the SBE is creating a media guide for general access by media representatives interested in speaking to an expert. This guide will be available on the SBE website in the near future. The expectation is that journalists would visit the site and identify individuals who might be best qualified to answer their questions or assist them with stories. We plan to produce a list of colleagues, their expertises and contact info of their choice (email, phone, etc.). It is be completely OPT-IN. No one will be listed, of course, unless they chose to submit their information.

If you would like to participate, please send the following information to Joe DesJardins (jdesjardins@csbsju.edu):

Name:
Affiliation and Title(s):
Areas of Expertise:
Preferred Contact:

SOCIETY FOR BUSINESS ETHICS LISTSERVER

SBE is excited to introduce a listserver available to and accessible only by SBE members. The purpose of this list is both to allow for a free exchange of opinions on issues of interest to SBE members, as well as to provide an effective mechanism for disseminating and collecting information with regard to the Society. We will begin this process shortly via the listserver with a brief questionnaire about the location of future SBE meetings - please keep your eyes open for this message and we would appreciate your response. This will be an "opt-in" benefit of membership-only those members who choose to join will receive emails from the list. Directions for joining are included below. If you have any further questions about how to use a listserver, please contact Laura Hartman at 312/362-6569 or LHartman@depaul.edu. Thanks for joining us!

DePaul University now has a new server for the SBE listserve. It will provide a bit more in terms of services, archiving and so on. You should have received an email telling you about the following but:

- * to post to the list, send an email to sbe@mailman.depaul.edu
- * to subscribe, unsubscribe, see archives, request a list of listmembers and so on, please visit <http://mailman.depaul.edu/mailman/listinfo/sbe>

The Society for Business Ethics website – www.societyforbusinessethics.org – is undergoing some changes. Please check in from time-to-time to keep abreast of the updates.

Conferences and Calls for Papers

The Carlson School of Management and the College of Liberal Arts at the University of Minnesota announce the second annual conference on business ethics. The conference is cosponsored by the Center for Ethical Business Cultures. The conference will be held **April 15-17, 2004** and the theme of the conference is "Ethics in Financial Services after Sarbanes-Oxley." Invited academic speakers include John Boatright, Philip Bromiley, Ronald Duska, Kenneth Goodpaster, Jared Harris, Karim Jamal, Richard Nielsen, and Donna Wood. There are limited slots for submitted papers on the conference theme. To be considered papers should be received not later than February 1, 2004. Papers should have a reading time of thirty minutes. Persons whose papers have been accepted will be notified by February 15. Also please let us know if you would like to be a chairperson or commentator. Inquiries should be sent to the conference coordinator Lois Graham. Her email address is lgraham@csom.umn.edu

The 13th Annual Meeting of Association for Practical and Professional Ethics will take place February 26 - 29, 2004. The meeting is open to Association members and nonmembers, welcomes persons from various disciplines and professions for discussion of common concerns in practical and professional ethics. Submissions are invited on ethical issues in various fields (e.g., public administration, law, the environment, accounting, engineering, computer science, research, business, medicine, journalism and the academy) and on issues that cut across professions. A special consideration will be given to topics that deal with ethical issues which cut across at least two disciplines or

professions, and are co-authored by persons from different disciplines. Teaching demonstrations, discussion of moral education and presentations on ethics curriculum development are welcome. This year we especially invite papers on cross-cultural relations and interracial issues focusing on health, politics, and education. For complete information, visit the APPE website: <http://www.indiana.edu/~appe/program.html>

International Conference on "Voluntary Codes of Conduct for Multinational Corporations: Promises and Challenges" will be held at the Zicklin School of Business, Baruch College, City University of New York on **May 12-15, 2004**. The conference is being jointly sponsored by International Center for Corporate Accountability, Inc. (ICCA), Zicklin School of Business (Baruch College, CUNY), Carol and Lawrence Zicklin Center for Business Ethics Research (The Wharton School, University of Pennsylvania), World Bank Institute of the World Bank. Current list of co-sponsors includes: Corporate: Mattel, Inc., Freeport-McMoRan, Inc., Novartis, The Walt Disney Company, and Global Social Compliance LLC. NGOs: Fund for Peace, ForCHILDREN, Inc., International Labor Rights Fund, Center for Social Markets. More names to be added a later date. The conference theme will be developed through three interconnected tracks: 1. Rationale for codes of conduct: An evaluation of theoretical underpinnings - legal, economic, socio-political, and ethical - for assessing the legitimacy, scope and content of various types of codes of conduct. 2. Limitations of Codes: An assessment of what can be realistically expected from a voluntary approach to creating standards of performance given the institutional constraints, e.g., corporate culture decision-making process, and, resource constraints; NGO mission and goals; and, philosophical issues pertaining to locus of control concerning societal values and resource allocation. 3. Making Codes Effective: This issue is by far the most critical for the future of voluntary

codes. To be effective, these codes must command a large measure of public trust in corporate statements and actions with regard to fairness and substantive compliance. This would call for creation of objective, quantifiable standards for measuring corporate performance, independent external monitoring for compliance verification, and transparency in communicating findings to the public. Financial Support: Limited financial support is available to cover travel and related costs for delegates from civil society organizations, academic scholars and other prospective candidates, with special preference for participants from developing countries. Please submit proposals for papers, symposia, and other discussion formats. Case studies, research reports, and presentation of corporate/industry, NGO experiences are welcome. Proposals should not exceed 1000 words and must be submitted by **October 31, 2003**. Completed papers will be due by March 31, 2004. Selected papers from the conference will be published in the special issue of Business Ethics Quarterly. For additional inquiries and further details about the conference please contact: Prof. S. Prakash Sethi President, Tel.: +1 (646) 312-2230 Prakash_Sethi@baruch.cuny.edu

FREEDOMS AND RESPONSIBILITIES IN BUSINESS.

Ethics, Leadership and Corporate Governance in a Global Economy

The International Society of Business, Economics, and Ethics (ISBEE) announces the Third ISBEE World Congress July 14-17, 2004 University of Melbourne, Australia.

Under the direction of ISBEE, the Congress will be hosted by the University of Melbourne, Australia and the Centre for Applied Philosophy and Public Ethics (CAPPE). The Congress will provide a unique platform 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. Participants are expected to come from a large number of countries representing multiple points of view: from business, academia, government, and other not-for-profit organizations. The Congress focuses on three main topic areas: Ethics and Global Challenges; Ethics and Corporate Governance; Ethics, Information and Technology. Main speakers are: Prof. Richard De George (University of Kansas), Prof. Mick Dodson (Australian National University), Prof. Thomas Donaldson (Wharton School), The Hon Justice Michael Kirby, Ewald Kist (Chairman ING Group, Netherlands), Ernst Ligteringen (Global Reporting Initiative), Dr. Doreen McBarnet (University of Oxford), Narayana Murthy (Chairman Infosys, India), Prof. Peter Singer (Princeton University).

The Organizing Committee of the Congress invites **full papers and abstracts** on these three main topic areas or on other topics such as: Developing ethical corporate cultures; Global competition and responsibilities of small and medium-sized companies; Serving the poor profitably; Corruption, bribery and gift giving; Business and human rights; Corporate social and environmental responsibilities; Workplace ethics; Moral courage and whistle-blowing; Voluntary codes and mandatory standards.

Full papers should contain no more than 4200 words (plus a 100-150 word abstract) and must be submitted by **January 5, 2004**. Notification of acceptance for presentation (30 minutes) will be given by March 15, 2004. Full papers can also be submitted until **March 1st** with the notification of acceptance given two months after the submission date. Abstracts (250-300 words) of papers may be submitted by **March 1st, 2004**. Notification of acceptance for brief presentation (15 minutes) will be given by March 30, 2004. Papers and abstracts must be written in Word, Word Perfect or RTF format and should be submitted by mail or e-mail to: ISBEE Secretariat, Mendoza College of Business, University of Notre Dame, Notre Dame, IN 46556, USA; E-mail: isbee@nd.edu For further information and program details see: www.isbee.org

and www.conferences.unimelb.edu.au/ISBEECongress

The 8th European Business Ethics Network-UK Association (EBEN-UK) Annual Conference & The 6th Ethics and Human Resource Management Conference

For both academics and managers with interests in the broad field of business ethics this joint conference is the most significant U.K. event of its kind. The conference is organised around themes that reflect both foundational and emergent issues in the field and provides an excellent forum for debate and networking. The main themes of the conference will be: HRM and ethics; Ethical theory; Accounting and accountability; Corporate responsibility and governance; Management and ethics; Ethics in not-for-profit organisations; SMEs and ethics; Ethical cases and dilemmas; Papers on any aspect of business ethics are welcome irrespective of perspective or discipline. The University of Edinburgh Management School (UEMS) Bristo Square. Situated conveniently close to the heart of Edinburgh's beautiful and historic Old Town, the Management School is a 15 minute walk/ 5 minute taxi drive from Waverley Station (train and airport bus drop point). Conference Website <http://www.ems.ed.ac.uk/UK/EBEN> for information and registration. The conference is organised by: The Management School, The University of Edinburgh. Papers will be selected by peer review. If you would like to present a paper please send, preferably in electronic format, either an outline proposal for a paper (about 500 words long) headed by your title, name, address and email address or a completed paper and an abstract (100 - 200 words long) headed by your title, name, address and email address to the conference organiser by **December 19, 2003**. Confirmation of acceptance will be issued by January 30, 2004. Authors will have the opportunity to have their papers considered for inclusion in a special Conference Issue of Business Ethics A European Review or Business and Professional Ethics. Everyone presenting a paper will be expected to register for a place at the conference and pay the fee. Conference Organiser: Dr. James Hine

+44 (0)131 650 3805 j.a.hine@ed.ac.uk
Conference Administrator: Jean Goldring
+44 (0)131 650 8070
j.goldring@ed.ac.uk
The Management School 7 Bristo Square
Edinburgh EH8 9AL

Second Conference on International Corporate Responsibility - Call for Papers

Sponsored by Carnegie Bosch Institute for Applied Studies in International Management Carnegie Mellon University
Hosted by Amsterdam Graduate Business School University of Amsterdam **June 18-20, 2004**

The Carnegie Bosch Institute solicits papers for a conference on International Corporate Responsibility to be held in Amsterdam. The conference, to be held in Amsterdam, the Netherlands, is based on the theme that responsible business decisions today must take a global view that is sensitive to political, economic and cultural differences. The number of participants is kept small, to encourage lively discussion. Accepted papers are published in a proceedings book and presented (in summary form) by the authors in plenary sessions. A diversity of views and countries of origin is sought in the selection process. *Possible topics include*, but are not limited to: international codes of business conduct; respecting cultural assumptions and practices; defining and coping with corruption; reconciling relationship-based practices with Western-style transparency; marketing of harmful products; substandard labor practices; arms manufacture; intellectual property; gene prospecting; environmental issues; gender issues; the meaning and consequences of "economic development;" the global AIDS epidemic and other health issues; the role of the World Trade Organization and similar bodies; impact of international business on local cultures; instability of the global financial system; Western domination of media and popular culture.

Three-page extended abstracts in English may be **submitted by January 15 2004**. Abstracts should be submitted electronically if possible and otherwise in hard copy. Notification of acceptance will be made by 15 February 2004, and completed papers in English are due by 12 June. Each invited participant will

receive an allowance to cover expenses, plus waiver of the registration fee.

Co-Organizers: John Hooker, Jerome T. Holleran Professor of Business Ethics and Social Responsibility, Carnegie Mellon University, jh38@andrew.cmu.edu Peter Madsen, Associate Teaching Professor and Executive Director, Center for the Advancement of Applied Ethics, Carnegie Mellon University, pm2n@andrew.cmu.edu

Ans Kolk, Professor, Amsterdam Graduate Business School, University of Amsterdam, J.E.M.Kolk@uva.nl

Please send abstracts to: Catherine Burstein Carnegie Bosch Institute Graduate School of Industrial Administration Carnegie Mellon University Pittsburgh, PA 15213 USA cb6d@andrew.cmu.edu *Conference web site:* <http://ba.gsia.cmu.edu/icr>

The Journal of Academic Ethics invites authors to submit papers for review and potential publication in an upcoming issue devoted to **"Universities and Corporate Responsibility."** Special Issue Editors: Darryl Reed, York University, Richard Wellen, York University. In addition to their traditional role of education (e.g., offering courses in business ethics), Universities have been in the forefront of a variety of initiatives that have as their goal, at least in part, the promotion of greater Corporate Responsibility. The two-fold purpose of this special issue is to examine the general nature of the obligations of the University to promote Corporate Responsibility and to investigate (through case studies and comparative analysis) specific areas in which Universities are (or should be) involved in promoting greater Corporate Responsibility. Authors from a variety of disciplines and methodological approaches are encouraged to submit their work. Potential topics include, but are certainly not limited to: The Normative Bases of the University's Obligations to promote Corporate Responsibility; University Investment Policies and Practices; University Procurement Policies and Practices; University-Private Sector Research and Development Partnerships; Universities and Corporate Giving; Universities and

Fair Trade Products; Universities and Open Access to Scholarly Work.

Authors wishing to submit manuscripts for review should e-mail them as (doc or rtf) attachments to both: Darryl Reed (dreed@yorku.ca) and Richard Wellen (rwellen@yorku.ca). All manuscripts must conform to the style requirements of the Journal of Academic Ethics (available on-line at: <http://www.kluweronline.com/issn/1570-1727/current>).

Manuscripts are due no later than February 15th, 2004

EBEN RESEARCH CONFERENCE

2004 European Business Ethics Network Ethics and Entrepreneurship June 24-26, 2004. Enschede, The Netherlands.

The EBEN research conference 2004 aims at examining the connections between ethics and entrepreneurship. Possible topics include: What are the moral responsibilities of the individual entrepreneur? Who are the stakeholders in the entrepreneurial process and how are their interests balanced? What is the role of entrepreneurship in the good society? What is the role of the entrepreneur as a moral and institutional leader? What is the connection between short-term entrepreneurship and long-term sustainability? What justification can be given for the disparity of income and the various economic measures that foster entrepreneurs? Since most entrepreneurs are small and medium sized businesses, is ethical behaviour managed differently in SME's and if so, why? Do investors screen start-up companies with regard to ethical responsibility? Academics and practitioners interested in responding to the need to investigate the link between entrepreneurship and ethics are invited to submit proposals for papers or work in progress. Papers that respond to the topics indicated or other topics related to the theme of the conference are particularly sought. Successful submissions will be presented at the conference in concurrent sessions.

The conference will be hosted by the Faculty of Business, Public Administration and Technology, University of Twente, Enschede, The Netherlands, in collaboration with the School of Management, Ben-Gurion

University, Beer-Sheva, Israel.

Participants are asked to submit an abstract (500 words) by **January 31, 2004**. The language of the conference is English. Abstracts should be accompanied by brief biographical details (100 words) and full mailing and e-mail addresses. Notification of acceptance for presentation will be given by March 1, 2004. All submissions must be written in Word or RTF format and should be submitted by e-mail to: dfrenkel@bgumail.bgu.ac.il For further information and programme details contact: a.h.j.nijhof@utwente.nl Or see: <http://www.eben.org>

The 13th International Symposium on Ethics, Business and Society to be held by IESE Business School, University of Navarra, on the topic: ACCOUNTING AND ACCOUNTABILITY: A CHALLENGE FOR CORPORATE CULTURE and solicits call for papers. The Symposium will take place in Barcelona, Spain, on May 7-8, 2004. Details and updated information: <http://www.iese.edu/13symposium> Deadline for full papers: **January 7, 2004**. Tracks: Accountability, Culture and Globalization; Ethical Dimension of Management Control Systems; Ethics in Accounting; Ethics in Auditing and Corporate Reporting; Social and Environmental Disclosure and Auditing; Ethical Education in Accounting and Auditing. For more information and correspondence contact to Prof. Domènec Melé – IESE Business School - Dep. Business Ethics - Av. Pearson, 21 - 08034 Barcelona - Phone: (34) 93 253 42 00 - Fax: (34) 93 253 43 43 – Mail to: mele@iese.edu

The Journal of Legal Studies Education requests article submissions for a special ethics issue for September 2004. Papers are welcome on topics that focus on teaching ethics in undergraduate and graduate courses in business schools, including law and the legal environment of business, accounting, corporate finance, financial markets, financial reporting, financial instruments, corporate governance, and shareholder rights.

Papers may not have been published or accepted for publication elsewhere. Papers are due on or before May 1, 2004 to: Professor Marianne M. Jennings, Editor-in-Chief Journal of Legal Studies Education Professor of Legal and Ethical Studies College of Business Arizona State University Tempe, AZ 85287-4706
e-mail: marianne.jennings@asu.edu
(480) 965-6044 (480) 965-8629 FAX

GUIDELINES: Maximum of 20 pages/ double-spaced one side only 12-point type; 1 inch margins; Please refer to past issues of JLSE for both writing style and citation authority (Bluebook, 17th Edition). Tables should be typed on a separate page with an explanatory heading and, if appropriate, should show the source at the bottom. The text should indicate the approximate place for insertion of the table (e.g., Table 1 about here). Submit one hard copy plus a disk with the article in Word format.

"Faith, Profit, and Decision Making: Christians in the Corporation"

The Center for Applied Christian Ethics is hosting a national academic conference at Wheaton College on March 17-19, 2004. This event is designed for educators, consultants, and practitioners who desire to shape corporate practice through Christian ethical reflection. We are accepting abstracts for competitive review on the topic of Christian ethical decision-making within the corporation. We are particularly interested in essays that advance current understandings or challenge existing paradigms. Possible topics include: the role of moral imagination in business decisions, the relationship between character and decision schemes, and the cultivation of values shaping the context for decision. We have session availability for four essays. Accepted papers will be considered for publication in the conference volume. Featured speakers include: Laura Nash, Michael Novak, Glenn Loury, Max Stackhouse, David Gill, Leland Ryken, David Batstone, and David Richardson. For additional conference information, see www.christianethics.org.

Abstracts should be 250-500 words in length. All abstracts must be received by January 16 to receive full consideration. Notice of acceptance will be provided by February 2. Send abstract and current vita to: Dr. Kenneth R. Chase Center for Applied Christian Ethics Conference Submissions Wheaton College Wheaton, IL 60187 Or email to: ethicsconference@wheaton.edu For further information, contact Dr. Kenneth R. Chase, Director, Center for Applied Christian Ethics, at 630-752-5886, or kenneth.r.chase@wheaton.edu

Second Biennial International Conference on Business Ethics in Transitional Economies June 23-25, 2004 Celakovice and Prague, Czech Republic Send one page paper proposal by March 15 to: William S. Brown, Ph.D. Marist College School of Management 374 Dyson Hall Poughkeepsie, NY 12571 USA Or electronically submit to: William.s.brown@marist.edu

Papers are invited in all disciplines. Previous conference participants have defined and examined transitional economies many ways: transition from socialism to capitalism, transition from a former colonial status to independence, transition via international unification in free trade zones, transition from agrarian or heavy manufacturing to high tech, and/or the transition from modern to late modern or early post-modern times.

All papers duly submitted and accepted will be published in the conference proceedings. Selected papers from the last conference were published in a special issue of the *Journal of Business Ethics*. We anticipate additional publication opportunities once again. The venue for the conference is the Czech Management Center (the former Socialist Party Training Headquarters for Czechoslovakia) in Celakovice, a suburb of Prague, one of the most beautiful cities in Europe. The price of the conference includes hotel for three nights, most meals, proceedings and abstract books, a tour of the city of Prague, and other amenities. Additional tours to other sites such as Karlstein Castle or Terazin Concentration Camp may be arranged for an additional fee. All inclusive cost of the conference is \$599 USD.

The **7th Annual Ethics & Technology Conference** will be hosted by **Loyola University Chicago** on **June 25-26, 2004**. The Call for Papers has been sent out and further conference information can be had at the following web site: www.ethicstechconference.org. The primary goal of the conference is to continue the interdisciplinary dialogue about ethical and social challenges triggered by the rapid diffusion of information technology. The theme of this year's conference is the **"Ethical Challenges in the 2nd Millennium"**. Papers focusing on the ethical dimension of digital music, P2P, MP3, the future of copyright, digital rights management, open source code, web site interconnectivity (i.e. proper use of hyperlinks), viruses and worms are all relevant topics for this conference. Papers related to information and communication technology, HIPPA, governance of cyberspace, content controls and free expression in cyberspace, ethical issues in e-commerce, and other related topics are welcomed. Papers should be about 5,000 to 6,000 words in length. You can submit a 500-1000 word abstract or the full paper by February 4. If only an abstract is submitted the completed paper will be due on April 25. All papers and abstracts must be in pdf format, rich text format (.rtf) or Microsoft Word format. Panel proposals are also welcomed. Papers and proposals should be submitted electronically to: mmallia@luc.edu. Hard copies of papers can also be sent to: Dr. Mary Malliaris, Loyola University Chicago School of Business – Room 1273 , 820 N. Michigan Ave. Chicago, IL 60611. For any other information please contact Conference Chair, Dr. Ronald J. Kizior, Loyola University Chicago, School of Business – Room 1305 , phone 312-915-7394, e-mail: rkizior@luc.edu.



Announcements

Campaign AACSB lives on From Diane Swanson and Bill Frederick

To date more than 200 professors have endorsed *Campaign AACSB*, which calls for stronger ethics education along the lines proposed by Duane Windsor in his Open Letter to AACSB in October 2002. Two associations—The Social Issues in Management Division of the Academy and the Ethics Resource Center—have also endorsed the goals of the *Campaign*. In particular, *Campaign* endorsers have expressed concern about the trend to downsize ethics under the new mission-driven standards that AACSB adopted in the early 1990s.

The *Campaign*, which was covered in several newspapers and magazines, including *The Chronicle of Higher Education*, did make a difference. In the final analysis, AACSB had to pay more attention to its public posture on ethics. As a matter of fact, AACSB has instituted an Ethics Education Task Force. It's too early to tell what this Task Force might portend, but we intend to keep track of the development.

And we intend to keep up the pressure. Here's a list of current activities affiliated with the *Campaign*.

1. In late October, Bill and I will speak at The Business Ethics Symposium in Denver on the subject of Business Ethics Education. We will include the perspective of *Campaign* endorsers as part of the speech and in our remarks to be published as a chapter in a book by M. E. Sharpe.

The Symposium is sponsored by the Colleges of Business at The University of Texas at Austin and Colorado State University. [The symposium website address is [e-businessethics.com](http://businessethics.com)]

2. As part of the *Task Force on Ethics Education* affiliated with the *Campaign*, Tammy Mac Clean and Barrie Litzky have sampled the top 13 business schools in the nation for ethics coverage. Barrie presented this research at the IABS conference in Rotterdam this past summer, and Bill and I will be referring to this data in our Denver speech. These Task Force findings are linked to the Business Ethics Education Initiative at Kansas State University [<http://www.cba.k-state.edu/departments/ethics/index.htm>] and have

already attracted the attention of the *Topeka Capital Journal*, an *Associated Press* newspaper in the Midwest. A story in *TCJ* is pending, as of this writing.

3. One of our main pieces on the *Campaign* is soon to be published in the *Journal of Individual Employment Rights*, thanks to Charles Coleman, Editor. (See vol. 10, no. 2.) This article is also linked to the KSU Initiative Website [<http://www.cba.k-state.edu/departments/ethics/index.htm>]. We invite readers to click on the "In the News" section and take a look at it, as Bill and I liberally cited many *Campaign* endorsers' statements to AACSB. Essentially, the essay is a historic archive of insightful views held by many colleagues at a critical juncture in the history of business education. These views made the piece well worth the writing. Earlier accounts of the *Campaign* appeared as essays in *The Ethics News* at Duquesne University's Beard Center for Leadership in Ethics, thanks to Jim Weber, Director, and *Journal of Corporate Citizenship*, thanks to Sandra Waddock, Editor.

4. Another essay on the *Campaign* will be published in *The Corporate Citizen* this November (vol. 3, no. 3), thanks to Colin Higgins, Editor.

Thanks to all who continue to raise awareness of the need for better ethics education. In this endeavor, Marjorie Kelly, Editor of *Business Ethics Magazine*, deserves special mention.

Diane Swanson, Kansas State University
Bill Frederick, University of Pittsburgh
Co-Founders *Campaign AACSB*

Prof. Douglas McCabe was the 2003 recipient of the Joseph P. LaMoine Award for Undergraduate and Graduate Teaching Excellence at Georgetown University's McDonough School of Business. He was also the Recipient of the Best Conceptual Paper Award at the 2003 Conference of the American Society for Competitiveness. Congratulations Douglas!



The following job announcement arrived too late to be printed with the other announcements beginning on the following page.

THE UNIVERSITY OF MICHIGAN

Endowed Professorship: Dow Professorship of Sustainable Science, Technology and Commerce

The University of Michigan Business School and the School of Natural Resources & Environment invite applications for an endowed joint position made possible by a generous gift from the Dow Chemical Company. We are seeking a senior scholar appropriate for appointment at the full professor level with an outstanding record of scholarship who can integrate business policy, economics and management with environmental science and policy. A PhD or equivalent degree is required along with demonstrated achievements in both research and teaching. The disciplinary focus is open. Examples of disciplines include, but are not restricted to, environmental economics, industrial ecology, environmental law, renewable energy or other sustainable systems, operations research, and environmental strategy. Experience in the private, non-governmental, or governmental sectors is valued.

The position entails a combination of teaching, research and program leadership. The holder of the Dow Professorship is expected to pursue cutting edge research at the intersection of business and the environment. In addition, the holder is expected to teach and mentor students in the Corporate Environmental Management Program (CEMP), a three-year joint MBA-MS degree program.

The Dow Chair Search Committee will begin reviewing applications on Jan. 15, 2004, but applications will continue to be considered until the position is filled. Applicants are invited to submit a letter of introduction and a full curriculum vita to: Dow Professorship Search Committee, c/o Ms. Rebecca Gaffney, University of Michigan Business School, 701 Tappan St., Ann Arbor, Michigan 48109-1234, or via e-mail at rgaffney@umich.edu. Questions may be directed to Professors Jonathan Bulkley (jbulkley@umich.edu) or Brian Talbot (btalbot@umich.edu), Co-Directors of CEMP. Information about the University of Michigan Business School (www.bus.umich.edu), the School of Natural Resources & Environment, (www.snre.umich.edu), or CEMP (www.umich.edu/~camp), and a copy of this advertisement can be found on the respective web sites.

The University of Michigan is a nondiscriminatory/affirmative action employer.

Positions Available

Georgetown University's McDonough School of Business is seeking applicants for a tenure-track position in the field of Business Ethics. The position will be available, subject to funding approval, beginning fall semester, 2004. Candidates who also have competencies in law, strategy or public policy are especially welcome to apply. Scholars at any level may apply. A completed Ph.D. is a prerequisite for consideration for the position. The successful candidate will be someone whose scholarship addresses important problems in Business Ethics (and other areas of the individual's competency), and whose work will appear in leading scholarly outlets. Georgetown University prides itself on the teaching excellence of its faculty, and the successful applicant will be someone who fits that tradition. We particularly encourage scholars to apply who also have either teaching/research experience in a business school or private sector management. Georgetown University is an equal opportunity employer, and welcomes applications from women and candidates from disadvantaged backgrounds. Candidates are requested to send only an application letter, a copy of their vita, and a brief statement of teaching and scholarship interests. We will subsequently contact candidates for letters of reference, and for copies of published work and working papers. Please send your applications to: George Brenkert, Chair, Search Committee McDonough School of Business Georgetown University Washington, D.C. 20057

The Wharton School of the University of Pennsylvania, Faculty Position in Business Ethics. The Wharton School of the University of Pennsylvania invites applications for two faculty positions in the field of business ethics in its Department of Legal Studies: a tenure track position and a one year visiting position which may be renewable. The Department has sixteen full-time faculty who offer over 20 different courses in Wharton's undergraduate, MBA and doctoral programs and whose research is regularly published in leading journals. Candidates trained in philosophy, law, business, economics, social science, or combinations thereof, are encouraged to apply. Applicants should have superior academic credentials, strong research potential and a demonstrated commitment to business ethics. Information regarding the Legal Studies Department can be found at <http://lgst.wharton.upenn.edu>. Specific information about the Ethics Program can be found at <http://ethics.wharton.upenn.edu>. The University is an equal opportunity, affirmative action employer and encourages minority and women candidates to apply. Priority will be given to materials received before December 19, 2003, consideration will be given to applications received through January 15, 2004. Please indicate the position(s) for which you wish to apply and send resume, reprints and references to: Ms. Lauretta Tomasco Legal Studies Department University of Pennsylvania 3730 Walnut Street - Suite 600 Philadelphia, PA 19104-6340.

FACULTY POSITION IN SOCIAL ISSUES AND BUSINESS ETHICS

Tenure-track position in the Department of Management Western Washington University at the assistant professor level. The position calls for a motivated individual with excellent teaching ability and a record of scholarship commensurate with the length of the period since completing the Ph.D. The successful candidate should possess a strong background in social issues in management and business ethics and an interest in teaching in the Business and Society/Business Ethics areas. Experience working with a diverse student body and staff is a desired attribute. Anticipated starting date: September 16, 2004. Salary: commensurate with qualifications. Ph.D., DBA, or ABD in final dissertation stage, and considerable teaching experience. Applicants must provide evidence of effective teaching and high promise in scholarship. Western Washington University is nationally recognized for its educational programs, students, and faculty. Enrollment is approximately 12,500 students. Located in Bellingham, Washington, a city of 70,000, the 224-acre campus overlooks the Straits of Georgia (a.k.a., "Puget Sound") and the world-famous San Juan Islands. Seattle is 80 miles to the south, while Vancouver, B.C. is 55 miles to the north. The ski slopes of 10,778 foot Mount Baker and the alpine country of the North Cascades are just an hour's drive away. The College of Business and Economics is considered a leadership unit within the university. Accredited by the AACSB International, the College is comprised of five departments and has fifty-three full-time faculty. It offers B.A. degrees in Business Administration, Accounting, and Economics as well as a B.S. in Manufacturing and Supply Chain Management and an MBA. For more information on the College, see: <http://www.cbe.wvu.edu> Application: Send letter of application, c.v., summary of teaching effectiveness, and the names of three references (via the U.S. mail) to:

Dr. Bruce D. Wonder, Chair
Department of Management
Western Washington University
516 High Street
Bellingham, WA 98225-9075

Phone: (360) 650-2902 Fax: (360) 650-4844 – Attn: Management Department E-Mail: bruce.wonder@wwu.edu

Applications received by January 16, 2004 are assured full consideration.

Society For Business Ethics

Membership Application

Dues Payment Form

Please Note: It is now possible to subscribe to Business Ethics Quarterly or join the Society for Business Ethics online. You can find the link at Societyforbusinessethics.org, or at the Philosophy Documentation website, <http://www.pdcnet.org/member-sbe.html>

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\$60.00 for individual members
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Membership includes a subscription to:

Business Ethics Quarterly
The Journal of the Society For Business Ethics

Books

Rising above Sweatshops: Innovative Approaches to Global Labor Challenges

by Laura P. Hartman, Denis G. Arnold, and Richard E. Wokutch. Workers have basic rights that should not be violated, notwithstanding the geographical locale of their work. But those rights often appear to conflict with the economic and commercial needs of both developing nations and multinational enterprises. Creative approaches are necessary if workers' rights are to coexist with commercial success, or even survival. This book introduces the current global labor milieu and showcases innovative solutions via original case studies (e.g., Nike, Levi Strauss), which demonstrate how multinational enterprises can respect worker rights while benefiting from the economic advantages of a global labor market. Part I provides an overview of global labor challenges from a broad variety of perspectives, including economics, public policy, philosophy, and strategic management. The facts and contention of the "new sweatshop" school of thought are analyzed, along with industrialization and utilization of labor in developing countries; the application of basic human rights to the circumstances of workers; the unique role of nongovernmental organizations in the debate over global labor practices; and the "Total Responsibility Management" approach to implementing improved labor practices. Part II analyzes case studies, based on original field research, of well-known global corporations. The examined programs provide examples of innovative responses by multinational firms, the International Labor Organization, and other NGOs to challenges regarding global labor practices. These cases

can help other firms avoid the unhappy dilemma of either exploiting workers and enduring a public relations backlash, or terminating operations in various developing nations. The true solution lies in companies respecting worker rights, while benefiting from the economic advantages of a global labor market. November 2003, \$65.00, 1-56720-618-2, <http://www.greenwood.com>

Employment and Employee Rights

by Patricia H. Werhane and Tara J. Radin, with Norman E. Bowie. Employment and Employee Rights addresses the issue of rights in the workplace. Although much of the literature in this field focuses on employee rights, this volume considers the issue from the perspective of both employees and employers. June 2003, 0-6312-1429-1, <http://www.blackwellpublishing.com>

The following two books can be found at <http://mitpress.mit.edu>

Democracy's Dilemma:

Environment, Social Equity, and the Global Economy by Robert C. Paehlke. The realities of global economic integration are far more complex than many of its supporters or detractors acknowledge. One consequence of simplistic thinking about globalization, claims Robert Paehlke, is that we tend to focus on economic prosperity to the neglect of such other important considerations as environmental and social well-being. A first step toward righting this imbalance is the recognition that economic gains do not guarantee better lives or better communities and

societies. Paehlke seeks a middle ground between those who reject globalization and those who claim that it will create the best of all possible worlds. Because there is no returning to a world that is less economically, culturally, and politically integrated, he argues, we should make every effort to advance global cooperation and equity. He suggests specific interventions that could be built into international trade agreements, including global minimum wages and provisos that natural commodities from developing economies such as energy and forest cuttings not be allowed to decline in price relative to the manufactured goods of more advanced economies. He also suggests ways to improve domestic democratic effectiveness. — July 2003, 304 pages, \$27.95, 0-262-16215-6

Confronting Consumption edited by

Thomas Princen, Michael Maniates, and Ken Conca. *Confronting Consumption* places consumption at the center of debate by conceptualizing "the consumption problem" and documenting diverse efforts to confront it. In Part 1, the book frames consumption as a problem of political and ecological economy, emphasizing core concepts of individualization and commoditization. Part 2 develops the idea of distancing and examines transnational chains of consumption in the context of economic globalization. Part 3 describes citizen action through local currencies, home power, voluntary simplicity, "ad-busting," and product certification. Together, the chapters propose "cautious consuming" and "better producing" as an activist and policy response to environmental problems.

The book concludes that confronting consumption must become a driving focus of contemporary environmental scholarship and activism. —2002, 415 pages, \$26.95, 0-262-66128-4

The following three books can be found at <http://www.prenhall.com>

Ethical Theory and Business, 7/e by Tom L. Beauchamp *Georgetown University* and Norman E. Bowie *University of Minnesota*. The 7th edition of this book presents a comprehensive anthology of readings, legal perspectives, and cases in ethics in business. This edition focuses on providing and explaining the tools needed to deal with ethical dilemmas in business. —2004 Edition, 0-13-111632-0

Advertising Ethics, 1/e by Edward Spence *Charles Sturt University* and Brett Van Heekeren *Charles Sturt University*. This text focused on an applied philosophical analysis of the nature of advertising in general and of specific ethical issues that arise in advertising. Both of these themes are anchored in reality through the critical examination of relevant case studies and by reference to current professional codes and practices in the Advertising Industry and contemporary ethical theory. Its main objective is to provide students with a structured ethical reasoning and ethical decision-making model that will enable them to clearly ascertain the relation between advertising and ethics. —2005, 0-13-094121-2

Ethics in the Workplace, 1/e by William F. Roth *DeSales University*. Comprehensive and clear, this text introduces students to a generic, universal standard by which to judge and encourage ethical behavior in the workplace and life in general. It begins by exploring the philosophical roots

upon which the field of ethics is based and springs, and then discusses the four basic current approaches to ethics—their strengths and weaknesses, and how they can be pulled together under the new standard. A focus on organization ethics places the standard into the workplace, and shows students that its successful implementation there requires the correct design of organization systems, rather than an attempt to change the individual employees. —2004, 192 pages, 0-13-184815-1

The following two books can be found at <http://www.palgrave-usa.com>

The Ethical Business: Challenges and Controversies by Kamel Mellahi and Geoffrey Wood. *The Ethical Business* will provide up-to-date coverage of key issues and perspectives in business ethics from a critical perspective. After providing an overview of theoretical approaches to ethics, a wide range of relevant practical questions will be explored. The book will cover the issues in greater depth, and in a more critical manner, than other introductory texts. 2002, 195 pages, \$34.50, 0-333-94993-5

Leading with Meaning: Using Covenantal Leadership to build a Better Organization by Moses Pava. What makes a good leader? How does good leadership impact an organization? Moses Pava argues that meaningful and useful answers to these questions are available in traditional religious and spiritual resources. Pava shows how religion can talk to real world problems by exploring traditional literature that deal with the idea of the biblical covenant and Jewish leadership. Using what can be learned from these in the business

world is the key to building leadership based on mutual trust and respect—a covenantal leadership. In the aftermath of the Enron scandal, leadership with a soul is more important than ever before. This book offers the paths of Humanity, of No Illusions, of Integration, of Moral Imagination, of the Role Model, and of Moral Growth as six ways to achieve it. The best teachers have always showed us how to use yesterday's language to solve tomorrow's problems. Moses Pava continues in this tradition and clearly shows us why a covenantal leader is a successful leader. March 2003, 192 pages, \$25.00 CL, 1-4039-6132-8

False Prophets: The Gurus Who Created Modern Management and Why Their Ideas Are Bad For Business Today by James Hoopes *Babson College*. According to Jim Hoopes, the fundamental principles on which business is based—authority, power, control—are increasingly at odds with principles of life in a democratic society—freedom, equality, individualism. *False Prophets* critically examines the pioneering theories of the early management thinkers, such as Taylor, Follett, Mayo, and Deming, which intended to democratize corporate life yet have proved antithetical to the successful practice of business. Hoopes challenges popular management movements that followed in the wake of these thinkers and accuses today's business theorists of perpetuating bad management in the name of democratic values. He urges executives and managers to recognize the realities of corporate life and learn to apply the principles of power. He also unveils a new management agenda that will be of paramount significance to modern organizations. A rich and lively read, *False Prophets* provides a refreshingly new and original overview of the history of management in the larger context of

the American culture, brilliantly illustrating its evolution-from the ivory tower to the shop floor. May 2003, 320 pages, \$27.50, 0-7382-0798-5, <http://www.perseuspublishing.com>

Do No Evil: Ethics with Applications to Economic Theory and Business

by Michael E. Berumen (Pbk: 496 pages; Publisher: iUniverse, Inc.; July 2003)

ISBN: 0595280013 Being good is not good enough to be moral. In *Do No Evil*, Michael Berumen debunks the notions that moral judgments are subjective preferences and that there are no universal standards of morality. He analyzes leading normative theories and gives biographical highlights on several important philosophers. Berumen then sets forth his own theory: the only basis for *universal* morality is the avoidance of death and suffering, in contrast to conventional conceptions of promoting good, which he shows cannot form a basis for universal rules of conduct. Berumen then examines the concepts of property, exchange, competition, and inequality, and shows why capitalism occupies the default position of morality, and why socialism is problematic. With that said, he also explains why property rights are not unlimited, and how morality serves to constrain capitalist acts. The last part of the book deals with business-related topics. Berumen demonstrates that a business is property and not primarily an instrument for delivering social justice, and he covers such areas as governance, fiduciary responsibility, marketing, globalism, the environment, duties to animals, and moral courage

The Importance of Being Lazy: In Praise of Play, Leisure, and Vacations by Al Gini

Routledge, 2003 The history of labor and work is long and convoluted. Unfortunately, the history of not working is short. As a culture, whose mythology is steeped in the hard work and accomplishments of our pioneering forebearers, we just *don't do nothing well!* We are not known as a nation of relaxers. We are not a laid back group. We rarely deliberately devote ourselves to idleness. Although I know it sounds like a Zen paradox, we almost never slow down enough to experience the experience of *not doing anything at all*. We simply don't do leisure well. We rarely attune our inner ear to the needs of our inner self. We usually stay too busy. We usually do too much, and in the doing insulate ourselves from ourselves and others. We are, I think, a society, steadfastly schizophrenic about our understanding of the term "lazy." On the one hand, in our work-a-day world of intense competition, productivity, and status seeking, to be called lazy is to be despised by others and often by ourselves as well. "Lazy" is often used as a "four-letter word" to ridicule individuals who lack energy and effort, or who are slow-moving, sluggish, slothful, or just plain goofing off. To be labeled with the moniker of lazy is to be thought of as immature, undependable, irresponsible, indolent, and/or uselessly idle. On the other hand, we long to be lazy, to do nothing, to be purposely inactive. We crave lazy summer afternoons. We brag about lazy winter weekends, or at the very least, the luxury of "long lazy Sunday mornings with the *New York Times*." Too few of us have internalized the lesson that being lazy isn't necessarily a character flaw. It can also be an act of wisdom, well-being, moderation, and maturity. My point is a simple one. Even if we love our jobs, find creativity, success, and pleasure in

our work, we also crave, desire, and need not to work. No matter what we do to earn a living, we all need the benefits of leisure, lassitude, and inertia. We all need to play more in our lives.

Morality and Markets: The Ethics of Government Regulation by Edward Soule *Morality & Markets* poses the question: What morally justifies government intervention in the commercial affairs of private citizens? Its author, Edward Soule, proposes what he dubs a Regulatory Strategy, a set of rules for determining the moral legitimacy of regulation. The strategy combines the political philosophies of John Locke and John Stuart Mill with economic theory and commercial history. Soule then puts his framework into action, testing the morality of regulation in contemporary commercial disputes, including capital markets and genetically modified foods. Edward Soule is associate professor at Georgetown University's McDonough School of Business. Dec. 2002, 208 pages, Paper \$23.95, Cloth \$70.00. Order online at www.rowmanlittlefield.com

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of economic self-interest, but by conflicting ideas of fairness. Taking as a guiding principle the conventional nature of private property, the author's show how taxes can only be evaluated as part of the overall system of property rights that they help to create. Justice or injustice in taxation can only mean justice or injustice in the system of property rights in a particular regime. Taking up ethical issues about individual liberty, interpersonal obligation, and both collective and personal responsibility, Murphy and Nagel force us to reconsider how our tax policy shapes our system of property rights. 2002, 240 pages, \$20.00. To order call 1-800-451-7556.

Business and Society: Ethics and Stakeholder Management, by Archie B. Carroll and Ann K. Buchholtz, 5th Edition, 2003. *Business and Society: Ethics and Stakeholder Management*, 5th edition employs a stakeholder management framework, emphasizing business' social and ethical responsibilities to both external and internal stakeholder groups. A twin theme of business ethics illustrates how ethical or moral considerations are included the public issues facing organizations and the decision making process of managers. The text is written from a managerial perspective that along with the two themes shows how to identify stakeholders, incorporate their concerns into the organization's strategy and operations, and also integrate ethical wisdom into their decision making process. In addition, 35 case histories are included to help connect theory and practice through timely and interesting examples. Exam copies are available by contacting South-Western Publishing Co./Thompson. Web page is <http://www.swcollege.com/management/management.html>

Wake-Up Calls: Classic Cases in Business Ethics 2e, by Lisa Newton and David Schmidt (South-Western/Thomson/Wadsworth, 2004). The second edition of this popular case book is now available. *Wake Up Calls* present classic cases that demonstrate business ethics blunders by mainstream companies. The authors provide a conceptual background to help put each case into a meaningful context. Cases include: Genetically modified food, nestle Infant formula, sexual harassment, tobacco, Ford Motor, Love Canal and others. Exam copy at <http://snapshot.swcollege.com>

Setting Global Standards: Guidelines for Creating Codes of Conduct in Multinational Corporations S. Prakash Sethi (Wiley Publishing, ISBN: 0-471-41455-7 Hardcover 306 Pages February 2003 US \$34.95) Many other books express 'righteous anger' about the activities of multinational corporations in developing countries and typically dwell on egregious examples and give little attention to business considerations and realistic possibilities for improvement. By contrast, Sethi's work is based on long familiarity with the operations of many companies in many countries, and clearly recognizes the role and contribution of industrialization to economic development. Rather than solely criticizing these policies, Sethi explores the opportunities for improvement through voluntary efforts by firms and industries. *Global Standards* is an invaluable compilation of experience, analysis, and proposals for improvement by a recognized expert who is both critical and optimistic.



In This Issue

<i>Report from the Executive Director</i>	<i>p. 1</i>
<i>BEQ News</i>	<i>p. 2</i>
<i>APA SBE Group Session</i>	<i>p. 3</i>
<i>Submission Guidelines</i>	<i>p. 4</i>
<i>SBE Announcements</i>	<i>p. 6</i>
<i>Conference Call for Papers</i>	<i>p. 9</i>
<i>Announcements</i>	<i>p. 9</i>
<i>Positions Available</i>	<i>p. 14</i>
<i>Books</i>	<i>p. 15</i>

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