



THE SOCIETY FOR BUSINESS ETHICS NEWSLETTER

Fall, 2005

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Report from the President

There are a host of highlights from our twenty-fifth anniversary celebration in Honolulu. Two panels of our past presidents reflected on where the field of business ethics is going, and on where practice is headed. They also offered attendees advice on a number of career issues based on their own experiences. Their written reactions to these questions can be found in the commemorative program that all members should have received in the mail.

Richard DeGeorge provided a history of the Society for Business Ethics that established several unambiguous facts. First, SBE grew out of a small group of colleagues who were all attendees of the American Philosophical Association meetings. Second, our founders employed democratic modes of governance from the very outset of the Society. And third, as many as five different individuals can legitimately claim that they were the first President of the Society although none appear to be particularly eager to do so. You will find the text of his presentation on page five.

Distinguished philosopher Richard Rorty presented the joint address with SIM, an appearance that filled the venue to overflowing. An executive summary of his remarks can be found on page 11. The entire address and reactions to it will be in an upcoming issue of *BEQ*.

A great deal of planning went into the celebration that unfolded in Hawaii. Kudos go to Ed Hartman who was responsible for the program and for Professor Rorty's appearance. And congratulations to Joe DesJardins who's first meeting as Executive Director went off

without a hitch. Thanks also go to the many advertisers that helped us publish the commemorative program and to several benefactors who provided funding for both Rorty's talk and the travel stipends we were able to give our younger colleagues.

As we look to our 26th anniversary and beyond, we do so with several new people in key positions. With this meeting we said goodbye to George Brenkert as *BEQ* Editor-in-Chief and we said hello to Gary Weaver in that role. Norm Bowie will be working with Gary as his new Associate Editor. At the meeting we also welcomed Steve Lawler as our new Communication Director and Gina Wolfe as our new newsletter editor.

When asked by a colleague on the flight home what my highlight of the meeting was, I told her of a moving presentation of Japanese undergraduate students on Saturday. I had felt duty-bound to attend their session since they had traveled so far and they were our guests. However, as I watched six different students speak in flawless American English about their research and their love for their business ethics course, I was really inspired. Here I was, a stone's throw from Pearl Harbor on the anniversary of the dropping of the bomb on Hiroshima, listening to Japanese students talk admiringly of an American-style business ethics course. That was an experience I will not soon forget.

Denis Moberg
President

Report from the Executive Director

For those of us whose professional life is centered in the academy, September is as much the start of the new year as is January. We are called back to the classroom, (many of us only recently returned for the SBE annual meeting) for the start of school. For me, it has always been a time of transitions: a time to take stock of where I've been and a time to get back to the classroom.

This September the Society for Business Ethics is also experiencing some transitions. As of August 15th, George Brenkert has officially stepped down after five years as Editor-in-Chief of *Business Ethics Quarterly*. Although George was honored at the annual meeting for his work on behalf of *BEQ*, I would like to take this opportunity to acknowledge his service to all of us who work in business ethics. By any measure, George's term as Editor-in-Chief has been remarkably successful. The list of accomplishments is impressive: subscriptions are up; electronic and on-line accessibility has increased significantly, especially through EBSCO and Poesis availability; coverage in both humanities and social science indices has increased; the acceptance/rejection rate has been strengthened; there is a greater diversity in both paper submissions and

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SBE Announcements

Committee on International Collaborations established

At its most recent meeting, the SBE Board of Directors passed a resolution establishing the new **Committee on International Collaborations**, to be co-chaired by Daryl Koehn (U. St. Thomas) and Laura Hartman (DePaul U.). The purpose of the committee is to foster collaboration and participation on an international scale, including SBE members in international venues as well as the participation in SBE by our international colleagues. The committee anticipates activities in several arenas:

- The chairs welcome nominations for its "kitchen cabinet" of people who want to join an email list to confer once or twice a month about how to proceed in making all of our conferences more truly international.
- The chairs and the committee will be working with SBE members on a regular basis to generate a "core" group of SBE colleagues who share an interest in attending conferences worldwide. The individuals will serve as SBE "ambassadors," striving to generate a reciprocal interest on the part of global colleagues to submit papers to and attend SBE programs.
- The committee will work with the program chair for the annual meeting to suggest 1) sessions with a particular focus on global issues, at which colleagues from other countries may be asked to report on the status of these issues in their regions and/or 2) sessions focused on case studies involving multinational corporations.
- The committee will consider, review, and make recommendations to the SBE Board of Directors, where appropriate, with regard to proposed partnership opportunities. These opportunities may include, but are not at all limited to, co-sponsorship of conferences and collaboration possibilities.
- In each SBE newsletter, the chairs will solicit a brief article from other international associations through which to introduce the SBE membership to opportunities worldwide.

The committee is currently in formation and seeks input from all members with regard to suggestions for committee efforts. If you would like to join the discussion of these and related issues, please contact the chairs at either Lhartman@depaul.edu or koehnd@stthom.edu.

In each issue of the SBE Newsletter, the Committee on International Collaboration (CIC) will ask colleague organizations around the world to share information about their association and activities. The CIC hopes that these materials will create broader awareness of the work of our global colleagues and might offer SBE members opportunities for participation and collaboration of which they might not have been previously aware. If you would like to suggest an organization to include, please email Laura Hartman at LHartman@depaul.edu. Our first profile is of the International Society of Business, Economics and Ethics.

Society for Business Ethics

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The International Society of Business, Economics and Ethics (ISBEE) is a global organisation with members on all continents of the world. Its membership consists of business ethicists, business leaders and professionals such as lawyers and others who have an interest in business ethics. Organizational members include companies, non-governmental organizations and charities. ISBEE provides a global forum for interaction among people with an interest in the ethical dimension of business and economics. It operates as a network organisation for continental, regional and country business ethics networks. ISBEE has close links with continental organisations such as the Society for Business Ethics (SBE) in North America, the Latin American Business Ethics Network (ALENE), the European Business Ethics Network (EBEN), The Business Ethics Network of Africa (BEN-Africa) as well as with country business ethics networks such as the Japan Society for Business Ethics Studies (JABES). It actively supports the creation of regional and national business ethics networks.

ISBEE aims to promote business ethics globally. Its mission is to provide a forum for the exchange of experiences and ideas; to enhance cooperation in cross-functional and cross-cultural projects; and to explore the ethical dimension of economic, social, and environmental issues, which affect companies nationally and internationally. ISBEE supports a cross-disciplinary approach with the participation of both academicians and practitioners.

Every four years ISBEE organises a World Congress on Business Ethics. This Congress is often portrayed as the '*Olympics of Business Ethics*' as it brings the best minds in the field together on a quadrennial basis. The host of the ISBEE World Congress is decided upon through a bidding process. Previous World Congresses of ISBEE have been held in Tokyo (1996), Sao Paulo (2000) and Melbourne (2004). Cape Town in South Africa will host the Fourth World Congress of Business, Economics and Ethics in 2008.

In preparation for its World Congress, ISBEE initiates global research projects. Before each Congress, ISBEE calls on its members and partner organisations from around the globe to join forces in exploring specific aspects of the ethics of business and economics. The findings of these research projects are then presented at the World Congress in order to develop a global perspective on these aspects. The ISBEE Executive is currently deciding on the themes of the global research projects for the 2008 Congress. In consultation with its members as well as its Business Advisory Board that consists of prominent business leaders from around globe, it also identifies priorities for research on ethics in business and economics. The current priorities for research that were identified in the ISBEE Agenda 2004 are:

1. Corporate Governance and Trust in Business
2. Globalization and Business Ethics
3. Fairness in International Trade and the World Trade Organization
4. The Place of Institutional Actors in Business and Economics
5. Ethical Implications of Contemporary Technologies

ISBEE also disseminates knowledge and information on business ethics. After each of its World Congresses, ISBEE publishes a selection of the best papers presented at the Congress either in books or in special editions of existing journals. Through its regular newsletter, current developments and information on business ethics related events are communicated to its members. The ISBEE website (www.isbee.org) plays an important role in disseminating information about ISBEE, its activities and related business ethics events.

A valuable service that ISBEE provides on its website is its bibliography of publications on the ethics of business and economics that were published over the last 20 years in 10 of the leading academic journals on business ethics. It provides a convenient search function that assists researchers in identifying relevant literature resources.

ISBEE membership is open to persons in all countries who are interested in business and economic ethics, from either a practitioner or academic perspective. The membership includes researchers, professors, business people, attorneys, consultants, foundation executives, economists, bankers, graduate students and others. Dues are modest (US\$ 20.00 annually) in order to encourage broad participation in ISBEE activities and enable people in emerging economies to become members. ISBEE also offers organizational membership to business firms for US\$ 140.00 and to non-profit organizations for US\$ 80.00 annually. A membership application form is available on the ISBEE website.

For more information on ISBEE, please contact either the **President of ISBEE, Prof. Deon Rossouw** (South Africa) deon.rossouw@up.ac.za or the ISBEE secretariat at: Mendoza College of Business, University of Notre Dame, Notre Dame, Indiana, USA 46556-0399. Tel.: 574-631-5595. Fax: 574-631-5255. E-mail: isbee@nd.edu.

editorial board representation; and a Golden Palm award from Emerald Management Reviews as the best journal in its category. All this has been accomplished while maintaining an extraordinarily low subscription price. Thank you, George, on behalf of the entire membership of the Society for Business Ethics.

Gary Weaver has already begun his term as the new Editor-in-Chief. There are few people anywhere who are as highly qualified and well-placed as Gary to bring philosophy and management scholarship together. We are very fortunate to have *BEQ* in such capable hands. One of Gary's first moves was to ask Norm Bowie to serve as Associate Editor and Norm generously agreed. Watch for more *BEQ* news, especially concerning electronic submissions, coming soon in this newsletter and on the SBE website.

August also marked the official end of Daryl Koehn's term on the Board of Directors. We will all miss Daryl's tireless energy, her insights, and her dedication to SBE. Thank you, Daryl. As Daryl leaves, Bob Solomon begins his five-year term on the Board. Welcome, Bob!

This year's annual meeting in Honolulu, celebrating the Society's 25th anniversary, was an outstanding event. Dennis Moberg's report in this newsletter describes some of this year's highlights. [By now you should have received a copy of the commemorative program produced to celebrate our 25th Anniversary.] Looking forward from that meeting, I am very excited by some obvious trends. Over 160 people attended, including individuals from sixteen different countries and a delegation of forty-

two colleagues from Japan! It is clear that more than ever we now are a truly international organization.

The SBE Board has taken some steps to sustain and promote these international initiatives. Laura Hartman and Daryl Koehn have accepted the Board's appointment as co-chairs of a new Committee on International Collaboration. This committee is charged with exploring ways to foster SBE collaboration with colleagues and similar organizations outside of the U.S. You can find more details about the committee and how to get involved in this endeavor elsewhere in the newsletter.

Ed Hartman put together an excellent program in Honolulu, including arranging a keynote address from Richard Rorty. This year's keynote also served as our joint event with SIMS and the turnout was exceptionally strong – a standing-room only crowd of more than 200 people attended his talk. Rorty's address, as stimulating and controversial as much of his work is, will be published in a future issue of *BEQ* along with several responses from those who see things a little differently. Thanks, Ed, for all you good work.

From my perspective, one of the true highlights of this year's annual meeting was the initiation of a "Founders' Award." As many of you know, over the last few years SBE has been able to offer financial support to a few graduate students to help defray some of the expenses associated with attending the annual meeting. As we talked about ways to honor the founding members of SBE, the idea of honoring them by supporting our younger colleagues seemed a natural. So many active members in today's

SBE have benefited from the support and mentoring of our "senior" colleagues, that an award to acknowledge their example and continue that tradition will now become a part of every year's annual meeting.

Beginning this year, the Society for Business Ethics annually will offer several graduate students the SBE "Founders' Award" in the form of a stipend to help cover the costs of attending the annual meeting. This year we were especially thrilled and thankful when an anonymous donor – a long-time friend of SBE – stepped forward to match SBE's contribution of \$1200. As a result, we were able to offer eight graduate students \$300 each towards their expenses at the annual meeting!

Elsewhere in this newsletter, you should find a nomination form for the SBE Board of Directors. Please consider nominating someone – and self-nominations are always welcomed – to serve a 5 year term. Candidates will be announced in the next newsletter and elections will follow soon thereafter. The health of SBE depends on our ability to continuously recruit and elect motivated and talented individuals to serve on the board.

Finally, if you have thoughts about how SBE can be improved, and how we might better serve your professional interests and needs, please don't hesitate to drop me a note or call.

My best wishes for a healthy and happy fall.

Joe DesJardins
Executive Director

Contribute to this Newsletter!

Over the next year, we will be making some changes in the SBE Newsletter, so that it might be a more effective means of communication of news and ideas. We begin in this issue with the Committee on International Collaboration initiative that profiles colleague organizations. Plans call for a section on global trends as well as a section for short opinion pieces.

The editor welcomes ideas and suggestions for the newsletter. As always, please send conference announcements, call for papers, job announcements, and book information to the editor. The deadline for our next issue is December 15, 2005.

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SBE History

Those of us who attended the 25th Anniversary meeting in Honolulu were privileged to hear Richard De George present a history of the Society. As is to be expected, it provides a record of the birth and development of the profession. As important, it also provides some interesting and humorous insights into the men and women who have been instrumental in shaping the Society as we know it today. Enjoy.

A History of the Society for Business Ethics on its Twenty-fifth Anniversary

Presented by
Richard T. De George
Department of Philosophy
University of Kansas

In August, 2005, in Honolulu, Hawaii, the Society for Business Ethics, the parent organization of the *Business Ethics Quarterly*, celebrated its twenty-fifth anniversary. The thirty-seven page glossy program featured the past presidents of the society. But many of the attendees and many more of the members of the Society know little about its history. As an early member and unofficial historian of the Society I was asked to prepare and present the Society's history, based on available records and interviews with many of those who had a hand in forming and nurturing it through its early years.

There are many ways to do the history of the Society for Business Ethics. Of these I shall pursue only three. The first is the philosophical. The second is the chronological. The third is the projective.

In the philosophical approach we take a grand sweep of the history of our Society and see it in global, world historical terms. What is the Society's place in history, seen from the perspective of as large a picture as you wish to paint: is it an insignificant speck or is its mark and its reach truly world historical and global? A more modest historian would put it in the former category – as would, I suppose, most people who have never heard of the Society for Business Ethics. But, for purposes of this history, I'd like to start with the big picture and paint on a broad scale.

Like all big paintings, one has to start somewhere, with the first brushstroke on a blank canvas. Yet with history the canvas is never blank. In the Hegelian view, the world spirit runs the show and we are just actors, or maybe even puppets, that bring about events. The same is true in the Marxist view, except the driving force is not spirit but economic conditions. On both views individuals tend to be less important than events. Consider Newton and Leibnitz. Both developed or invented the calculus at about the same time. The debate about priority is one that they thought important. But to us, it makes little difference. What is important is that the calculus was developed. That it was developed when it was developed shows that the conditions were ripe for its development. Mathematics had developed sufficiently that stumbling upon or coming up with the calculus seems almost like the next logical step; and the fact that both Newton and Leibnitz came up with it at the same time provides at least some reason to believe that if they had not done so, someone else sooner or later would have done so. We attach their names to its first appearance, but what is important is the calculus not the name of the first to bring it forward.

We can say the same, I suggest, about the Society for Business Ethics. The names of the people who had a hand in its founding and nourishment are to some extent unimportant. What is important is the Society, and if those who started it hadn't done so, it is likely that others soon thereafter would have. For the time was ripe.

In fact the second half of the 1970s was a remarkable period for business ethics. In 1971 John Rawls' *A Theory of Justice* had broken the stranglehold of meta-ethics in philosophy departments. Medical ethics had emerged in the 1960s and presented something of a model for business ethics to emulate. There was certainly something in the air, for a surprising number of individual, separate initiatives took place that very quickly coalesced and out of which the Society emerged.

November 1974, a date which Norman Bowie cites as the birth of business ethics, saw the first conference in business ethics – which resulted from a conversation I had with the Dean of the University of Kansas Business School at lunch one day at which we both lamented the business scandals of the day. We published the papers in what was the first text in the area, *Ethics Free Enterprise and Public Policy*, and it appeared in 1978. The conference was evidently distinctive enough to catch the eye of NEH which called us up and asked us to present a grant proposal integrating business and the humanities. Under the grant I wrote a 91 page outline for a course in business ethics and made it available for free. To my surprise I received over 900 requests for it. About the same time, in 1977 Norman Bowie, who was then Executive Secretary of the American Philosophical Society began a three year project to draft guidelines for a courses in business ethics, which he also made available. Contemporaneously and independently, a number of people were working on texts, since so little was available for courses.

In 1979 three anthologies in business ethics appeared: Tom Beauchamp and Norman Bowie, *Ethical Theory and Business*; Thomas Donaldson and Patricia Werhane, *Ethical Issues in Business: A Philosophical Approach*; and Vincent Barry, *Moral Issues in Business*. In 1982 the first single-authored books in the field appeared: Richard De George, *Business Ethics*; and Manuel G. Velasquez, *Business Ethics: Concepts and Cases*. The books found a ready market and courses in business ethics both in philosophy departments and in schools of business developed rapidly. As they did the number of textbooks increased exponentially.

Social Issues in Management courses developed in the 1960s and were already in place in business schools. Why did we need

business ethics courses and what was the difference between them? That is what a lot of people in business schools, in business, and in philosophy departments asked. Almost all the names I have mentioned so far were the names of philosophy teachers. What this group first individually and then collectively saw as lacking was ethics – which for them meant some grounding in ethical theory, some philosophical analysis of issues, and some structured way of discussing the ethical issues in business. This they found lacking in the social issues approach.

The marriage of business and ethics was like the marriage of Romeo and Juliet. The upstarts who were engaged in this endeavor in the late 1970s were generally not accepted as doing real philosophy by philosophy departments and colleagues, and business school faculty looked down on them as ignorant of and probably antagonistic to business. Although the activity was primarily by separate individuals, it is remarkable that somehow the individuals knew or met each other. Tom Donaldson had been at the University of Kansas as a graduate student in my department. Norm Bowie as Executive Secretary of the American Philosophical Association knew a number of the philosophers interested in the field. I had been a consultant to several business schools under an NEH program, and Mike Hoffman in 1976 had started and was the Director of the Center for Business Ethics at Bentley College, with an annual conference. Tom Donaldson and Pat Werhane were colleagues, faced with teaching a business ethics course for which there was little material; hence their collaboration on material that became their book. Each also had contacts with a few others working in the area. There was truly something in the air, and the time was ripe. Although the Social Issues in Management Division had emerged in 1976 in the Academy of Management, that was not the venue those in philosophy sought. So the Society for Business Ethics appeared on the world scene in 1980.

The claim of a world historical event is not entirely hyperbole and self aggrandizement on behalf of the Society. Georges Enderle (from Switzerland) and Henk van Luik (from The Netherlands) had both attended meetings of the SBE and joined forces to start the European Ethics Network in 1987, which in turn encouraged the establishment of national societies for business ethics in nine countries in Europe. In 1988 Georges, Henk and I decided to start the International Society for Business, Economics and Ethics, which held its first organizational meeting in Columbus in 1992 and its first World Congress in Japan in 1996. In 1993 the Japan Society for Business Ethics (JABES) was started, and the 1996 World Congress led to the establishment of societies for business ethics in Latin America and to the Latin American Business Ethics Network (ALENE) in 1997; to the Business Ethics Network of Africa in 2000, which includes members from 22 countries; to the Australian Business Ethics Network; and to societies for business ethics in India, in China and in other parts of the world. Nor is it simply a matter of *post hoc ergo propter hoc*, since we can trace the causal connections. These societies have each influenced the teaching of business ethics, the education of students in business education, and to some extent the continuing education of those engaged in the practice of business itself. The total influence of all of these on business is incalculable, but, even considered superficially, it is impressive. It is enough to make even Hegel proud. Nonetheless, even the world spirit needs its individual actors to do the work.

So how was the Society formed?

Here we leave philosophy and turn to chronology. The Romulus and Remus of the Society for Business Ethics are Thomas Donaldson, who was teaching at Loyola University in Chicago, and Michael Hoffman, who was Director of the Center for Business Ethics at Bentley College. The written documents of the time – remember this is before email, before the photocopier (we are talking non-correcting typewriter, carbon paper, and ditto machines) – are not always as complete as a historian would like. The first known extant document that I could find is a letter from Tom Donaldson to me, dated July 6, 1978. It reads in part: “My reason for writing is to invite you to participate as a founding member in an organization for ‘professional ethics’ or ‘business ethics’ which is presently being developed. The idea for the organization grew from a series of discussions between Michael Hoffman (Director of the Center for Business Ethics) and myself; we envision the organization as meeting concurrently with the Eastern APA and as servicing the growing number of philosophers interested in professional ethics. As yet we are undecided about whether to use the rubric of ‘professional ethics’ – thus making the scope broad – or ‘business ethics’ – thus making it smaller. Perhaps you have a suggestion about this matter. Invitations to be founding members have also been extended to Norm Bowie and Tom Beauchamp.” So we five were to be the founding members.

We invited a small number of philosophers to meet at the Eastern Division of the American Philosophical Association (APA) in December, 1978, in Washington, D.C., and sponsored a “Workshop on Issues, Courses, and Programs in Business and Professional Ethics.” The Panelists were Bowie, Donaldson, and Hoffman. The workshop was attended by 70 people. From that meeting emerged an Ad Hoc Steering Committee for a Society for Business-Professional Ethics. The Committee was made up of Kurt Baier, Tom Beauchamp, Norman Bowie, Richard De George, Thomas Donaldson, Kenneth Goodpaster, Michael Hoffman, Larry May, Mark Pastin, Michael Payne, and Patricia Werhane. All were philosophers. Some never entered the field of business ethics, some were sprinters in for a short run, and others who are still working in the field are marathon runners.

Mike Hoffman sent out a questionnaire in the spring and received 150 responses. In a letter of July 26, 1979 addressed to “Members of the Ad Hoc Steering Committee for a Society of Business-Professional Ethics,” Tom Donaldson reports that he and Mike Hoffman “were approached by another fledgling society, the Society for Professional Ethics, to see if we (and they) might be interested in merging forces.” It had had its first meeting at the same APA meeting in December 1978. Robert Baum was one of the organizers and was already publishing a *Business and Professional Ethics Newsletter*. So the society’s name and independence were still in doubt. Although I was on the Advisory Board of the Society for Professional Ethics, I voted for a separate organization. Most others voted similarly.

The next meeting took place in December 1979 at the APA meeting in New York. It was billed as “Business Ethics Workshop.” Mike Hoffman was Chair, Kenneth Goodpaster spoke on “Persons, Corporations and Ethics”, and Mark Pastin presented a response. At the Business meeting the group decided on the name “Society for Business Ethics,” and in January Tom Donaldson sent out letters inviting people to join the new Society and pay the annual dues of \$5.00.

By April 7, 1980, the Society had 185 paid members. All dues paying members had receive tentative Articles of Organization of the Society (drafted by Michael Payne) and a letter announcing that an election would take place by mail ballot, which said, “The Organizing

Committee has expressed its interest in making the Society's activities, including the presentation of papers and the official structuring of the Society, as open and democratic as possible." I note in passing that the Loyola Philosophy Department at the time, which was generous in its support of the Society, was suffering from an acute outbreak of the virus 'dateophobia' that infected both Tom Donaldson and Pat Werhane, who as a result were unable to put dates on memos and newsletters for several years.

The first meeting of the Society for Business Ethics took place from 4:30-6:30 on April 25, 1980 in Detroit in conjunction with the Western Division of the APA. We received 20 paper submissions, and a blind review process led to Deborah Johnson (who like Tom Donaldson got her Ph.D. at KU) giving the first paper, commented on by James Swindler (also a KU Ph.D.); and A. Richard Konrad giving the second paper, commented on by James Wilbur. At the business meeting the Articles of Organization were revised into "By-Laws of the Society for Business Ethics." Although the membership was "open to all those interested in and concerned with the area of Business Ethics" applications for membership had to be submitted to the Executive Committee, which had "the discretion to accept the proposal." The officers of the Society were to be an Executive committee, composed of three members, serving for one year. The annual "regular meeting" was to be held in conjunction with a meeting of a national society. The By-Laws were ratified by mail ballot.

The second official meeting of the Society took place on December 28, 1980, at the Sheraton Boston Hotel in conjunction with the APA. This was the First Annual Meeting, since a portion of it was a business meeting. George Brenkert gave the paper.

Who was the first President: George Washington, Tom Donaldson, Ken Goodpaster, Richard De George, Manny Velasquez or Leo Ryan? All except Washington have some claim to the title.

Tom Donaldson was the Director of the Organizing Committee. The first Newsletter (mimeoed, now faded and undated) included a ballot with 42 names on it. The Society, remember was democratic. Ballots had to be returned by October 3, 1980. The second Newsletter (also undated) announced the results: the first Executive Committee consisted of Richard De George, Thomas Donaldson and Patricia Werhane. That newsletter also announced the appearance of two new journals: *Journal of Business Ethics*, edited by Alex Michalos, and *Business & Professional Ethics*, edited by Robert Baum, Norman Bowie and Deborah Johnson.

Being a democratic institution, the three members of the Executive Committee had no titles, and we simply divided up the work. We quickly saw, however, what should have been obvious, that electing a new committee every year made little sense. So we proposed a change in the By-Laws to three year terms, which was adopted. In the interim, the Committee members served for two years. For 1981 we decided that Tom would be Chair, that Pat would be Secretary-Treasurer and would serve as Chair for 1982, and that I would be the third member. Our official stationary reflected these positions. A new election for two other members, one for a two year term and one for a three year term was called. The revised By-Laws said that "the person on the Executive Committee in his or her third year will serve as Chair." This ballot contained only seven nominees. Ken Goodpaster was elected for a two year term and De George for a three year term. Obviously we couldn't follow the By-Laws, so Goodpaster became Chair at the end of his second (and final) year, and De George, in accordance with the By-Laws for the first time, became chair in 1984. But none of us was President, since there was no such office. By February 1982 the Society had over 350 members. The Society met regularly with all three divisions of the American Philosophical Association: the Eastern in December, the Pacific in early April and the Western (later renamed the Central) in late April or early May. The following year, from a slate of 14 names, Donaldson was elected to a three year term.

In July of 1983 with over 500 members the Society cosponsored with DePaul University a Workshop and Conference on Business Ethics. That summer meeting, which was not an official meeting of the Society, was to have many unforeseen consequences.

In a letter from Pat Werhane to Tom Donaldson, dated July 31, 1983, Werhane suggests repeating the summer meeting in 1984, and further suggests "the then-president of the society (Richard) should present the first paper." This is the first use of the term "president" in the records, and officially the Society still had no such title. Werhane's letter also included a suggestion from Eugene Arthur, S.J., from Rockhurst College in Kansas City, who had attended the workshop, that the Society meet with the Academy of Management. A letter from Ken Goodpaster, Chair of the Executive Committee, to Werhane in August 1983 says, "I agree with the Academy of Management joint efforts and will be happy to follow-up on this with Richard if he has contacts." I was a member of the Academy but had no contacts, even though I agreed to pursue the matter. Little did any of us know what that contact would turn out to mean.

In February 1984 Tom sent me a copy (people now had photocopiers) of a letter he had received from Patrick Keheler, Manager of College Relations at Illinois Bell. The letter begins "I see the business ethics movement in 1984 as an experimental aircraft climbing and straining for altitude attainable only if the test pilot kicks in a powerful afterburner. Without that extra thrust, the outcome is predictable: plateau, stall, perhaps even tailspin. The afterburner is corporate involvement in the movement." Patrick Keheler, an SBE member, volunteered to "start making something happen along these lines" among businesses in Chicago. Interestingly, the records contain no follow-up letter. Obviously the Society hasn't stalled, or entered a tailspin. But it has reached out to business in a variety of ways. Elmer Johnson, General Counsel of General Motors, was invited to be on the program for the 1984 summer workshop, and accepted. De George was his respondent.

On April 3, 1984, Manuel Velasquez was elected to a three year term on the Executive Committee. Within a month of the election he had agreed to take over the duties as Secretary, handling the newsletter and general correspondence. The dues continued to be sent to Werhane and Donaldson at Loyola, who served jointly as Treasurer. Velasquez, who had caught the dateophobia virus, continued the tradition of not dating the Newsletter. The transition was not very smooth and it took a long time for the office to be transferred. In the shuffle no election was held and the Executive Committee served two years.

The Society was now meeting four times a year – with each of three APA meetings and a summer meeting in Chicago. Tom Donaldson and Ian Maitland agreed to coordinate joint announcements in the publications of the SBE and the Social Issues in Management division of the Academy. In January 1986 Norman Bowie was elected to the Executive Committee, replacing Richard De George. That Spring Manny sent the Spring 1986 SBE Newsletter to all SIM members, including an invitation to join, dangling before them the Society's unbelievable bargain \$5.00 annual dues.

The Society met with the Central Division of the APA in Saint Louis, and with the Eastern Division in Boston in December. It also

met in August of 1986 for its then annual Chicago Conference on Business Ethics, this time, for the first time, in conjunction with the meeting of the Social Issues in Management (SIM) Division of the Academy of Management, which was also meeting in Chicago. SIM members chaired three sessions and made six presentations. The meeting was well received. Despite the fact that the October 1986 Newsletter reported that the summer conference in conjunction with the Academy had been "beneficial" and although "everyone agreed that similar cooperative efforts should be supported in the future whenever possible," the Executive Committee decided not to meet the following year with the Academy in New Orleans but to meet again in Chicago because of the support provided by DePaul and Loyola.

In 1987 Mike Hoffman was elected to replace Tom Donaldson on the Executive Committee.

In October 1987 desktop publishing finally hit the SBE and the Newsletter took on a somewhat professional look for the first time, and for the first time was no longer mimeographed.

The results of the election reported in March 1988 broke a pattern as William Frederick was elected to replace Manny Velasquez. Frederick was the first non-philosopher to be elected to the Executive Committee. The camel had stuck its nose under the tent, and things would never again be the same.

In 1988 the SBE's annual Chicago conference did not take place and instead the SBE and the Institute for Business Ethics of DePaul University co sponsored a conference on business ethics on August 5-6, 1988 in Anaheim, California, just prior to the meeting of the Academy of Management. This was not the Annual Meeting of the Society. That took place in December with the APA. Nonetheless, the Anaheim meeting drew fifty people, including a number of SIM members who attended and joined the Society. For the first time we had a Society banquet and for the first time we had a presentation called the Presidential Address, given by Manny Velasquez, even though Manny was no longer on the Executive Committee, even though the Society had no office of President, and even though this wasn't the annual meeting of the Society. The tradition of the Chair of the Executive Committee giving the Presidential Address in the year following the expiration of his term was thus introduced. Letters between Norman and Mike Hoffman indicate that the Executive Committee is still uncertain about having a summer meeting in conjunction with the Academy. Although Norman says his term, in accordance with the By-laws, ends December 31, 1988, Mike wants him to give the Presidential Address in 1989 as the outgoing President. He is included in the Executive Committee, as is the newly elected member, Lisa Newton.

The By-Laws, which were not often referred to, specified that "The regular meetings of the Society shall be held in conjunction with the meeting of a National Society, and be as convenient as possible for members to attend." Section 1 of Article 4 said that "At a regular meeting of the Society a Nominating Committee of three members shall be appointed by the Society." Section 2 of Article IV said that "The officers shall be elected by ballot, and their terms of office shall begin at the close of the first regular meeting following their election." Following the rules, the nominating committee used to make its report at the December meeting, and ballots were sent out early in the year. The results were announced in the Spring Newsletter. But when did they take office? Officially they should have to wait until the end of the December meeting of the year in which they were elected. But this made little sense. So they in fact, though illegally, took their positions upon election. This led to some confusion. In July 1988 Norm Bowie tried to remedy the situation by asking for nominations in the September Newsletter, sending out ballots in late November, and having people begin their term on January 1. A good idea, even if it ignored the By-Law provision of making nominations at the regular meeting of the Society.

In August Pat Werhane wrote the Executive Committee and Tom Donaldson and Richard De George. The second sentence reads: "One of the problems with the Society, perhaps its major one, is that we are too democratic." Lest that be misinterpreted, she goes on to suggest that the Society have "an Executive Director, appointed for 5 years, who collects dues, sends out the newsletter, and sees that someone organizes the conference. This procedure would simplify our complicated financial arrangements, the newsletter, and our so-called files." All those responding to a memo from Norm Bowie supported the idea of an Executive Director and nominated the obvious candidate, Pat Werhane, for the job. She was elected unanimously by the Executive Committee, so perhaps the Society had begun to be a little less democratic.

The April 1989 Newsletter says, "The Annual Society for Business Ethics Conference will be held August 11-12, 1989, in Washington, D.C., just prior to the Academy of Management meeting." The Newsletter describes the Annual Meeting in Washington with the Academy as the "most successful ever." Norm Bowie gave the Presidential Address. Despite this, however, the official annual meeting, which includes a business meeting, was still held at the session of the SBE with the APA in December. As if it were standard practice, the Newsletter announces the Annual meeting of the Society in August preceding the Academy meeting.

In 1989 the dues increased to \$40.00. Only about 100 of the Society's more than 500 members paid on time. The increase was due to the Society's starting a new journal, and the dues included a subscription to the journal. The dues were for 1989/90 (instead of for the calendar year as previously), and the ballot for a new member of the Executive committee goes out in January, with a return date of March 1, despite the procedure stated in the By-laws. In the January 1990 Newsletter, the new President (now so called routinely, despite the lack of any such office in the By-Laws) calls for volunteers for a committee to rethink the Society's organizational structure.

On March 1 the members were informed that the Executive Committee had appointed Pat Werhane as Editor of the new journal of the Society, to be called *Business Ethics Quarterly*. Jennifer Moore was elected to replace Mike Hoffman. The Annual Meeting was announced for San Francisco, August 7-9. The Following March Brother Leo Ryan was elected to replace Bill Frederick. The Annual Meeting is held in August in Miami Beach, and this time includes a business meeting. The Presidential Address was given by Bill Frederick, noted as "Past President" of the Society. The SBE meeting with the APA in December continues, but by now definitely is no longer the Annual meeting. Nonetheless, Pat Werhane in a letter to "Interested Parties," dated April 2, 1992, notes: "Future of the Conferences in conjunction with the Academy of Management: It was suggested that the Society meet alternately with the Academy and Bentley College's Conference or with some other relevant society. Werhane will survey the membership (again) for input on this suggestion." A memo with the same date from Lisa Newton concerning the newly established Association of Ethics Officers notes that "These officers have asked what ethics background they should have for their jobs, and expressed interest in obtaining it." The Committee came up with some

recommendations, but the project became moot as Bentley College stepped in to fill the AEO's needs.

On April 19, 1992, Pat identified herself in a memo as "Retiring Executive Director" to be replaced by Ron Duska as of August 15, 1992, and she circulated a proposed set of revised By-laws for the Society. As my story indicates, they were badly needed. The new By-laws increased the Executive Committee to six, to include the past president, the Executive Director and the Editor-in-chief of BEQ; and specified that the senior Executive Committee member will serve as President. They still specify the terms of office of members of the Executive Committee beginning January 1 following their election. Although the changes were adopted, the next Newsletter only lists five members of the Executive Committee, and does not include the past President. Ed Freeman was the newly elected member to replace Lisa Newton, but he is listed in November although he does not officially take office until January 1. So the Society did not follow the new By-laws any better than it did the old.

Under Duska the Newsletter took on its present professional format and increased its coverage of announcements, conferences, books, calls for papers, videos, teaching tools, and other news in the area of business ethics.

At the 1993 meeting in Atlanta, Jennifer Moore gave the Presidential Address, and Leo Ryan, the Chair of the Executive Committee was the first constitutionally authorized President of the Society. So take your pick as to who was the first president of the Society.

When is the annual meeting?

As one can see from the previous narrative, it was originally in December with the APA, then unofficially moved to the summer, usually before the Academy of Management. To this day the By-laws continue to say that the annual meeting is set by the Executive Committee.

The November 1993 Newsletter says "It is time to vote for a new member of the Executive Committee who will begin serving in the summer of 1994". Ryan wrote De George asking for a summary of the history of the Society – an abbreviated version of which was published in the Newsletter. Tom Dunfee was elected to take Jennifer Moore's place, and as usual did not wait until January 1 and assumed the position as of the Annual Meeting. Pat Werhane moved to the University of Virginia, but the journal stayed at Loyola, as did Al Gini, the Managing Editor. Laura Nash was elected to the Executive Committee in 1994.

In August 1994 Leo Ryan delivered the Presidential Address in Dallas, the year in which Ed Freeman was President. At that meeting the SBE held joint sessions with the Social Issues in Management of the Academy of Management. Laura Nash was elected to the Executive Committee. Richard De George was appointed as the SBE historian. At the Executive Committee meeting there was animated discussion of the SBE's meeting with groups other than the Academy, and in good democratic fashion, the matter was sent for resolution by mail ballot. Fewer than ten ballots were returned.

John Boatright was elected to replace Leo Ryan. In 1995 the Society followed the Academy of Management to Vancouver for its Annual Meeting. Not to be forgotten were the continuing meetings of the SBE at the Eastern and often at other divisions of the American Philosophical Association. The incoming president, Tom Dunfee, noted that the Society's membership was now up to 700 members, and that the Society was meeting with other organizations – the Society for the Advancement of Socio-Economics; the International Society for Business, Economics and Ethics; the European Business Ethics Network; and the APA.

For 1996 the Academy of Management had to do without the SBE, which met with the Academy of Legal Studies in Quebec City. Dunfee also established a rather large Advisory Committee to review SBE activities, policies and structures. Archie Carroll won in a run-off election to become the new member on the Executive Committee. The next year George Brenkert was elected to the Committee, as Tom Dunfee left.

The Society in 1997 entered the Internet world with a Web site developed by Mark Schneider. In May 1997 Ron Duska turned over the duties of Newsletter editor to Joe Desjardin. The May Newsletter carried a set of proposed amendments to the By-laws, some of which enabled the Society to be officially recognized as a 501-3C not for profit organization. The Society gained that stature. Laura Nash gave the Presidential Address at the Boston meeting. Ron Duska in the September Newsletter announced that membership in the Society had increased to over 1000. That same Newsletter says that the annual meeting "is a time of transition for the officers of the Society," despite what the By-laws say to the contrary. In 1998 the first Membership Directory appeared, listing about 800 names.

John Dienhart was elected to replace Laura Nash. In 1998 John Boatright gave the Presidential address raising the question "Does Business Ethics Rest on a Mistake?" His affirmative answer did not lead to dismantling the Society. The Newsletter says that the changing of the guard took place, and Archie Carroll replaced Boatright as president. So informally the term of office is again ambiguous. The new board member is announced in the spring and officially added to the roster, but the offices change over in August. Laura Hartman was elected to the Executive Committee, replacing John Boatright. In February 1999 dues collection and membership data processing for the Society was outsourced to the Philosophy Documentation Center. The 1999 meeting in Chicago drew over 150 members. George Brenkert replaced Carroll as President. Brenkert was also appointed the new Editor of the BEQ, as of June 1, 2000, replacing Pat who served in that position for ten years. Al Gini stayed on as Associate Editor. Dues increased from \$40 to \$50. Although the October Newsletter carried the Minutes of the Business Meeting, the members had not received minutes of the Executive Committee meeting for some time.

January 2000 brought a new millennium and also a new Executive Director, as John Boatright replaced Ron Duska. By February Boatright had redesigned the SBE website and set about streamlining and improving the Society's finances. After all, he was the author of *Ethics in Finance*.

Daryl Koehn was elected to the Executive Committee. At the annual meeting in Toronto George Brenkert gave his Presidential Address. At the Business Meeting the Society adopted John Boatright's proposal that the Society incorporate and by the fall he had succeed in completing the process. The Society also adopted new By-laws. Among the changes, the term of office was increased from four to five years, and a nominating committee was instituted. The Society's paid individual membership had dropped to 506 in 1999, but there were 383 institutional members – so the total was still 889. Edwin Hartman was named chair of a committee to increase members' attendance at the annual meeting. He did an excellent job because attendance at the 2001 meeting was the largest ever – 174.

Donna Wood joined the Executive Committee (now called the Board of Directors) in 2002, replacing Archie Carroll, the first member to serve five years under the new By-laws. John Dienhart's presidential address in Washington, D.C. was especially noteworthy for its title, "Who Are Our Hairdressers?" The Spring 2002 Newsletter carried the Profit and Loss Statement for the Society for 2001 and revealed that somehow the Society had eye-popping total cash assets of \$75,665.66. Dennis Moberg was elected to the Board. Laura Hartman gave the Presidential address in Denver.

In 2002 the SBE gained, through the good offices of Laura Hartman, an SBE list server. In 2003 the Society also added a media guide so the media could contact members, and a communications and marketing director. Ed Hartman was elected to the Board and began his term in August 2003. The annual meeting took place in Seattle. Daryl Koehn gave the Presidential Address. The Board appointed Denis Arnold as SBE liaison with the APA, and he actively set up programs at the three APA division meetings. The Society's early roots had not been forgotten.

In 2004 Richard Nielsen was elected to the Board replacing Laura Hartman. At the New Orleans meeting Dennis Moberg became president. But the Board decided that the president would give his address in the fourth year of his five year term, rather than in the third year. So Moberg lost his opportunity to speak at the luncheon in Hawaii and was slated to speak at the luncheon in Philadelphia instead. Hence, the luncheon opening was filled by De George, who presented a history of the Society.

At the end of 2004 John Boatright stepped down as Executive Director, leaving the Society with 576 individual members and 414 institutional members, for a total of 990. He left the society as an incorporated entity with assets in excess of \$92,000.

Joseph DesJardins agreed to take on the job of Executive Director as of January 1, 2005. Gina Wolfe took over as editor of the Newsletter, Bob Solomon replaced Daryl Koehn on the Board, and George Brenkert announced that Gary Weaver would replace him as Editor-in-Chief of the *BEQ*.

What of the future?

Business ethics is well entrenched in ordinary discourse and the media, has been sanctioned and promoted by legislation, and has been incorporated into corporate structures. The Society has developed over twenty-five years and changed. Philosophers and historians are not prophets or seers. So I cannot see into the future of the Society. But in pursuing projective history we can see what is already present and pregnant with the future. Of the many possible scenarios, I shall briefly consider only two.

The first takes off from the splendid success of the past twenty-five years. In the coming year, through the persistent efforts of Denis Arnold, the Society will sponsor sessions on the main American Philosophical Association programs at the Eastern and Pacific meetings, and the following year at the Central Division as well. This indicates at long last acceptance by the APA of business ethics. That achievement comes, ironically, as the Society's membership is no longer dominated by philosophers. Also, because a business ethics session is on the main program it perhaps means that for the first time in twenty-five years, the Society will not have a Society meeting at the APA. How long will the Society continue to meet with the APA since so few of Society members attend those meetings and, since, because—they are neither the annual nor special meetings—they are, according to the Society's By-laws, no longer official Society meetings?

At the same time, the Society has also been successful in joining forces with those in Social Issues in Management. More and more members seem to make no distinction between business ethics and social issues in management. The meeting with the Academy seems less and less in doubt each year, even though the 2005 meeting with the Academy in Hawaii was put to a vote of the members. The SIM meetings coincide more and more with those of the Society for Business Ethics—whether they be doctoral consortia on Fridays and Saturdays or joint meetings on Sundays. The success of the Society on both the APA and the Academy fronts may paradoxically threaten its future as it is assimilated into the mainstream of both. Has the World Spirit used the Society for the purpose of spreading business ethics societies around the globe only in the not too distant future to consign it to the dustbin of history, its mission having been accomplished?

A second scenario is that as the Society looks back at its roots and early history, it decides that it continues to have something important and distinctive to offer; that the philosophical approach, with its emphasis on theoretical ethical structure, on a critical approach to issues in business, and on the rigor in argument that philosophers have developed, is worth preserving; and that the imagination and intellectual courage that led the founders to start a new society is an example that continues to deserve emulation, especially as the Society confronts the new developments in the 21st century's business environment. In that scenario, the Society has not run its course or served its function in history, but still has much to do.

Many other scenarios are possible.

I suggest it has been an exciting and impressive twenty five years. As to the future, despite my Hegelian references, I conclude, as Leo Ryan did at the end his Presidential Address, that the future of the Society is in the hands of its members and its leaders.

Executive summary of Richard Rorty's Address

On the occasion of the 25th Anniversary of the Society for Business Ethics

"Is Philosophy Relevant to Applied Ethics?"

presented by

Richard Rorty

Comparative Literature Department

Stanford University

Executive Summary prepared by Ed Hartman

Philosophy has become professionalized, hence less imaginative and less interesting even to most intellectuals, in part because the war between science and religion has ended with the victory of the former. Questions about the nature of humankind have been replaced by questions about how we can build a better world and about what sort of person one should become, given that there is no single good life for humans, no essence of man. Today, since we seem free to reinvent ourselves and our universe, politics interests us more than metaphysics does.

Our doubts that there are essential facts about humans that can guide morality make us look like relativists. Not so: we just reject the correspondence theory of truth, hence the notion that there is something that makes slavery and torture wrong, or for that matter something (like human nature) correspondence to which makes any belief true. Invoking absoluteness and objectivity does not help solve real moral problems. The best we can do is to find coherence among our moral intuitions.

We can justify our views, but what counts as justification of actions or of beliefs is relative to the beliefs of those whom we want to convince. Aristotle was justified, but not right, in considering slavery moral. Justification is a relation between beliefs and other beliefs. What can be justified to one audience cannot be justified to others.

Philosophy started when Plato held that we can become morally infallible by seeking coherence among our beliefs and thus escape from the limitations of our background by exercising our innate rational powers. But there is little connection between right action and rationality. We make better judgments today about the morality of sodomy because we were born in a better era than that of the Inquisition. We are older and wiser.

Moral progress is a matter of people becoming aware of more options and ways of seeing. The human race as a whole has become wiser as history has moved along. New ideas, products of the human imagination, create moral progress. We don't learn more about essences; we become new kinds of people – wiser, aware of a greater range of possibilities.

Philosophy can stimulate our imagination, but so can other disciplines. There are no distinctly philosophical problems that philosophical method can solve; the history of philosophy shows us that. Philosophers today ought to follow the "quietists" and get people to stop talking about the real and the rational and start focusing on the useful. The usefulness of the Helsinki Declaration does not rest on whether we can somehow discover that humans have rights, and does not require deciding how justice fits into the scientific worldview. No overarching theory relating justice and science is possible or necessary.

In ethical decision-making imagination is necessary and perhaps sufficient as well. Principles are useful as summaries of our intuitions, but they don't solve hard moral problems or improve one's character. Imagining what it would have been like to be born a woman might have led Kant to help effect some actual moral progress. Stretching our benevolence to apply to those hitherto outside our moral community may lead us to start considering new social arrangements. Narratives – think of Dreiser and Lewis – and guidelines – not global but local, like the Sullivan Principles – may help us in this consideration. Philosophers can contribute here, but so can others. What is crucial is to dream up a better world – better than the world of jungle capitalism with its extraordinary injustices – and then consider what principles it might be based on. This task requires philosophers less than it requires the likes of Ford and Reuther, people who understand the salient economic forces and can therefore dream of the better worlds that may realistically be available to us. Business ethicists should encourage such dreams.

Preliminary minutes of 2005 SBE Annual Business Meeting

Preliminary minutes from the Society for Business Ethics Annual Business Meeting held at the Ilikai Renaissance Hotel, Honolulu, Hawaii on August 6, 2005.

1. Introductions. Gina Wolfe was introduced as the new Editor of the Newsletter. Steve Lawler was introduced as the new Communications Director of the SBE.
2. Minutes of last year's meeting were approved.
3. Editor appointment, *BEQ*. Dennis reported that the Board voted unanimously for Gary Weaver as the new Editor-in-Chief of *Business Ethics Quarterly*.
4. Thanks to George Brenkert. Dennis, Joe, and the attendees at the meeting expressed great thanks to George Brenkert for the excellent work he did for five years as Editor of *BEQ*.
5. Update on annual meeting program. Joe reported that total registration for the conference was 164. This included people from 27 U.S. states, 16 countries, and 42 attendees from Japan.
6. Membership report. Joe indicated that we now have 593 dues paying individual members and 424 institutional members for a total of 1017 members.
7. Financial report. Joe reported that our financial position remains strong with a total balance in our checking and savings account of about \$144,000. It was noted that we accumulated this balance through yearly surpluses of about \$6,000.
8. Discussion of "quasi-endowment" to fund "Founders' Award" scholarships. Dennis reported that the Board decided to supplement the scholarships to attend the annual conference with the interest income from our checking and savings accounts. It was agreed that generally students receiving scholarships should also be appearing in the program.
9. *BEQ* report. George Brenkert provided an in-depth report on the state of the *BEQ*.
10. *BEQ* discussion with Gary Weaver. Gary discussed his plans to continue improving the journal as well as the reviewing process. In addition, Gary discussed his plans to develop a larger pool of potential board members, replace some of the inactive members of the editorial board as well as to rotate and include more international and younger reviewers.
11. Bylaw approved. The following bylaw was approved. "Section 3. Nomination and Method of Election. Recommendations for Director nominees may be submitted by any member to the Nominating Committee, which shall be created by the Board of Directors. The Nominating committee shall, after giving due consideration to all such recommendations and such other persons as it may wish to consider, present its slate of Director nominees to the Board of Directors. The slate shall contain a minimum of two names and a maximum of three names. The election shall be conducted by means of a mail ballot, which shall be distributed to all members at least one hundred and twenty (120) days prior to the next annual meeting of members. Members may write in and cast a vote for a person whose name is not included on the mail ballot. If the ballot contains three names or if a member writes in the name of a person not on the ballot, members shall be requested to rank order their choice of nominees. The person receiving a majority of the votes cast shall be elected as a Director. In the event that no person receives a majority of the votes, the second choice votes on ballots cast for persons other than the two highest vote recipients shall be added to the votes for these two persons. If the ballot contains two names and no name is written in, the other nominee shall be assumed to be the member's second choice. If a name is written in, then no second choice shall be assumed unless such a choice is indicated on the ballot. After these votes are added, the nominee with the highest number of votes shall be elected as a Director. In the event of a tie vote, the election shall be decided by a fair random procedure."
12. The SBE honored Professor Akira Saito of Chuo University for the great work he has done in promoting business ethics and in fostering a closer relation between SBE and the Japanese Society for Business Ethics. Professor Saito read a warm message of congratulations for our 25th anniversary from Professor Mizutani of JABES.

Respectfully submitted,
Richard P. Nielsen, Secretary, SBE

Call for Papers and Conferences

Call for Papers for a joint conference on "New Directions in Business Ethics" to be held April 11-12, 2006 at New Hall, Cambridge, England. The 10th Annual Conference of the European Business Ethics Network – UK Association (EBEN-UK) and the 8th Ethics and Human Resource Management Conference invite participation. The conference is intended for all those with an interest in teaching, researching, consulting, or promoting business ethics, academics and practitioners. As well as exploring the ethical implications of current management thinking, it looks to examine some new direction in business ethics, as well as make a contribution to contemporary debates about the nature of corporate social responsibility, and the relationship between business and society. Abstracts should be submitted before **December 31, 2005** to b.varney@kingston.ac.uk. Abstracts should be up to 1000 words in length, ideally in Arial 11 font.

We welcome papers in all aspects of business ethics. In particular we would welcome papers in:

- § Critical business ethics
- § CRS, social auditing and practice
- § Socially Responsible Investment
- § Human resources, trade unions and marginalised workforces
- § Ethics and the environment
- § Ethics and enterprise (including SMEs)
- § Business and human rights
- § Philosophy and ethics
- § PhD research (for new researchers)

Feedback from reviewers will be returned by January 31, 2006. Full papers for inclusion in the conference proceedings are due by March 17, 2006. We are currently in discussion over a special issue from this conference in one of the business ethics journals. For more information contact Professor Diana

Winstanley, Conference Coordinator, on behalf of EBEN UK Executive Committee, email: d.winstanley@kingston.ac.uk or David Bevan, Kings College London, email: David.j.bevan@kcl.ac.uk or consult the web page at www.ebenuk.org where information will be available and regularly updated from September 2005.

Call for Papers for a special issue of the *Journal of Business Ethics* examining "Business Ethics and the Fair and Ethical Trade Movements". The deadline for submissions is **January 15, 2006**

Fair Trade can be broadly defined as a mechanism of international exchange that consciously seeks to improve the livelihood prospects of small producers in developing countries through the guarantee of a fair (above market) price for their products. Ethical Trade is a movement (often referred to as the "no sweat" movement) that seeks to ensure that workers in developing countries (especially those involved in the manufacture of goods for northern markets) are guaranteed living wages and fair working conditions. Both the Fair Trade and Ethical Trade movements have seen tremendous growth over the last decade. As movements, Fair Trade and Ethical Trade arguably have many characteristics in common with Corporate Social Responsibility (CSR) and could be conceived as potentially integral components of CSR. Many advocates of Fair Trade, however, resist such interpretations and see movements in this direction as co-opting what they believe to be the basis for an alternative business and trading system.

The general purpose of this special issue is to examine the ethical issues involved in the Fair Trade and Ethical Trade movements. The examination of such ethical issues may involve analysis of the roles, practices and interrelationships of several sets of

actors, including conventional firms, alternative business firms, fair and ethical trade labeling bodies, consumers and different levels of government.

Potential topics for the special include, but are certainly not limited to:

- § Case Studies of Corporations involved in Fair and Ethical Trade
- § Case Studies of Alternative Businesses involved in Fair and Ethical Trade
- § Commodity Chain Analysis of Fairly and Ethically Traded Products
- § The Role of CSR Policies in Promoting Fair and Ethical Trade
- § The Role of Procurement Policies in Promoting Fair and Ethical Trade
- § Comparative Analysis of Fairly and Ethically Traded Products
- § Cross-Country Analysis of Fair and Ethical Trade Markets
- § The Marketing of Fairly and Ethically Traded Products

All submissions will be subjected to a conventional double-blind refereeing process. Electronic submissions (preferably to both guest editors) are strongly encouraged, but authors can also submit papers by sending two hard copies of their manuscript via regular mail to guest editor Darryl Reed. Submissions should comply with the Journal's style guide.

The expected publication date of the issue is late Fall 2006. Up to six papers will be published in the special issue, but promising papers requiring further developmental work may nevertheless be accepted for later issues. The special issue is open to submissions by doctoral students and junior scholars. The deadline for original submissions is **January 15, 2006**. Reviews and decision letters will be returned to

submitters by April 15, 2006. Final submissions are expected by June 30, 2006. More information about the journal can be found on: <http://www.kluweronline.com/issn/0167-4544/> current

For more information, contact **Darryl Reed**, Business & Society Program, Division of Social Science, York University, 4700 Keele Street, Toronto, Ontario Canada M3J 1P3, e-mail: dreed@yorku.ca or John-Justin McMurtry, Business & Society Program, Division of Social Science, York University, 4700 Keele Street, Toronto, Ontario Canada M3J 1P3, e-mail: jmcmurt@yorku.ca

Call for Papers for a conference on "Ethics and Entrepreneurship" to be held at the Carlson School, University of Minnesota April 27-29, 2006 which will result in a special issue of the *Journal of Business Venturing*. Conference Organizers/Guest Editors: Norman Bowie, University of Minnesota; Harry Sapienza, University of Minnesota; and Jared Harris, University of Minnesota. Conference to include papers from: George Brenkert, Georgetown University; Saras Sarasvathy, University of Virginia; S. Venkatraman, University of Virginia; and Shaker Zahra, University of Minnesota.

What is the relationship between business ethics and entrepreneurship? How might insights from one discipline enrich the theoretical frameworks of the other? Does the new venture setting contain specific and unique ethical challenges? If so, how might they be effectively understood and addressed?

These questions arise from a small, but growing, literature that lies at the intersection of entrepreneurship research and business ethics scholarship. Although this indicates that there is an embryonic interest in ethics and entrepreneurship, there has been only one significant, concerted effort (Ruffin Lectures, 2002) to stimulate research and facilitate analysis in this area.

Accordingly, the goals of this

conference are to a) stimulate scholarly interest in issues around ethics and entrepreneurship and promote new lines of research from the relevant literatures, b) build a conceptual foundation for studying business ethics within entrepreneurial settings that will facilitate analysis and empirical inquiry of the problem, and c) develop frameworks and research-based knowledge that will ultimately help and inform entrepreneurs in their efforts to conduct ethical business.

To achieve these objectives, the organizers will seek manuscripts that draw on theoretical perspectives not only from the fields of entrepreneurship and business ethics, but also from organizational behavior and theory, strategic management, psychology, sociology, economics, and other relevant disciplines. Theories may be focused on the individual entrepreneur, the new venture, or the broader impact of entrepreneurship on society. The broad domain of the forum is intended to help to build and extend the body of theory in ethics and entrepreneurship. Examples of several broad categories of relevant questions include, but are not limited to, the following:

Individual Entrepreneurial Ethics

- § How do the personal traits typically associated with entrepreneurs impact their ethical decision-making processes?
- § What specific ethical dilemmas arise for managers within the new venture environment?
- § How might stakeholder theory be specifically applied to founders, entrepreneurial teams, and others with a stake in the new venture?

Organizational Entrepreneurial Ethics

- § How can positive ethical cultures or climates be formed in new ventures?
- § How might ethical climate or culture in a new venture

achieve resilience over time?

- § How do entrepreneurial stakeholders qualitatively differ in character from the traditionally considered large-corporation stakeholders?
- § What are the ethical considerations relevant to corporate venturing?

Social Entrepreneurship

- § What are the differences between business and social entrepreneurs?
- § Are founders with past business entrepreneurship experience more likely to be successful at social ventures?
- § What lessons can mainstream entrepreneurial practice learn from the social venturing arena?

Entrepreneurship, Business, and Society

- § What are the requisite ethical considerations for entrepreneurial opportunity exploitation?
- § What are entrepreneurs' special or particular societal obligations, as distinct from managers in mature firms?
- § How are these obligations relevant in corporate venturing situations, as opposed to standalone startups?
- § What are the moral implications of Austrian/Schumpeterian creative destruction, and when should they be considered?

Submissions: To be considered for inclusion in the conference program, and for eventual publication in a special issue of the *Journal of Business Venturing*, manuscripts must be received by **February 1, 2006**. There are two ways to submit the manuscript. The strongly preferred way is by e-mail attachment. To do so, simply attach a copy of the Microsoft Word or Adobe

Acrobat file to an email and send it to ethicsconf@csom.umn.edu. Alternatively, you may submit hard copy of your manuscript to: Ethics and Entrepreneurship Conference, 3-365 Carlson School of Management, University of Minnesota, 321 19th Avenue South, Minneapolis, MN 55455.

European Academy of Business in Society (EABIS) 4th Annual Colloquium will be held **December 5-6, 2005** in Warsaw, Poland. The theme is "Corporate Responsibility and Competitiveness: Developing Human Capital for Sustainable Growth". The Colloquium will be hosted on behalf of EABIS by Leon Kozminski of the Academy of Entrepreneurship and Management and the Warsaw School of Economics, with the support of the Responsible Business Forum Poland. The event is also supported by the European Commission's FP6 Research Programme as a part of the EABIS "CSR Platform" project.

This year's event will include a focus on education and training on Day 1 and research and knowledge development on Day 2. We are planning an "Education and Training Exchange", which will be a chance for participants to share and discuss successful approaches in companies and business schools in a lively interactive forum. A PhD workshop will be held on December 3, 2005. For more details contact Dr. Boleslaw Rok, the event lead coordinator, email: brok@wspiz.edu.pl or visit the website at www.eabis.org.

A conference on "**Ethics and the Business of Biomedicine**" will be held at the University of Tennessee, Knoxville on **April 6 – 8, 2006**. The conference will focus on 1) ethical issues concerning the pharmaceutical industry such as marketing, pricing, intellectual property, and the research and development of life-savings drugs most needed by people in the developing world; and 2) ethical issues concerning the purposes and

function of HMOs, insurance companies, and physician practice groups, such as pricing, capitation, resource scarcity, and appropriate standards of care. Confirmed conference participants include: Tom Beauchamp (Georgetown University), Norman Bowie (University of Minnesota, Twin Cities), George Brenkert (Georgetown University), Daniel Callahan (Harvard University and The Hastings Center), Norman Daniels (Harvard University), Richard De George (University of Kansas), Carl Elliott (University of Minnesota, Twin Cities), Paul Menzel (Pacific Lutheran University), George Khushf (University of South Carolina), E. Haavi Morreim (University of Tennessee, Memphis), Patricia Werhane, (DePaul University and University of Virginia), and Laurie Zoloth (Northwestern University). For more information contact Denis Arnold, University of Tennessee, Knoxville, email darnold1@utk.edu or consult the web page at <http://web.utk.edu/~philosoph/biomedconf.html>.

Comments on, questions about, or ideas for getting the word out about what the Society is doing and how members might serve as resources to scholars, practitioners and others who care deeply about business ethics.

Contact Steve Lawler, Director of Communications, by phone at 314.753.7911 or by e-mail at steve.lawler@SBEthics.org

Society for Business Ethics Group Meeting

American Philosophical Association

Eastern Division Meeting

New York, New York

December 28th, 2005

5:15-7:15 p.m., Concourse E

The Hilton New York, 1335 Avenue of the Americas

New York City, New York 10019; 212-586-7000

Religion in the Workplace:

Sacred Right or Unwarranted Intrusion?

Chair: Denis G. Arnold (University of Tennessee, Knoxville)

Speaker: Robert Audi (University of Notre Dame)

Commentators: Edwin M. Hartman (Rutgers University)

Betsy Postow (University of Tennessee, Knoxville)

Also of interest to SBE members attending the

APA Eastern Division Meeting:

Main Program Invited Symposium

December 29th, 1:30-4:30 p.m.

Multinational Corporations and Global Justice

Chair: Judith Lichtenberg (University of Maryland)

Speakers: Thomas Donaldson (University of Pennsylvania)

Denis G. Arnold (University of Tennessee, Knoxville)

Commentator: TBA

Positions Available

The Division of Social Science, Faculty of Arts, **York University** invites applications for a **tenure-track appointment** at the rank of Assistant Professor in the critical interdisciplinary study of **Business and Society** starting July 1 2006 (subject to budgetary approval).

A Ph.D. or equivalent is required. Applicants are expected to possess an academic background in any of a number of relevant social science disciplines or interdisciplinary fields. Field of specialization is open but preference will be given to applicants who have a demonstrated record of critical, interdisciplinary scholarship and/or teaching experience in two or more of the following areas: business and public policy; political economy; gender and business; business in the global south; corporate governance and business law; corporate social responsibility; business and the professions; and the social economy/community economic development. Ability to teach fourth year courses in two or more of these areas would be an asset.

Founded in 1999, Business and Society is a unique and innovative interdisciplinary program housed in the Division of Social Science in York University's Faculty of Arts. Its mandate is to explore alternative and broad approaches to the study of business not usually found in more conventional business programs. Members of the core faculty in the program enjoy a rich collegial environment with other faculty who participate in parallel interdisciplinary programs such as Law and Society, Labour Studies, International Development Studies and Social and Political Thought.

Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, appropriate samples of their scholarship and teaching evaluations and arrange to have three referees send letters of reference directly to: Dr. Darryl Reed, Chair, Division of Social Science, S756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 Tel: (416) 736-2100 x77812; fax (416) 736-5574, Email: dreed@yorku.ca **Deadline** for applications is **October 31, 2005**.

For many years, York University has had a policy of employment equity including affirmative action for women faculty. Recently, York has included racial/visible minorities, persons with disabilities and aboriginals in its affirmative action program. The Division of Social Science welcomes applications from qualified women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action only if these self-identify. The affirmative action program can be found on York's website as www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713.

All positions at York are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

The **University of Redlands** School of Business invites applicants for several **tenure-track faculty positions**, including **business ethics** at open rank. The School of Business offers innovative undergraduate and graduate degree programs at locations throughout Southern California. The University of Redlands is approaching its centennial year and is recognized as a premiere regional liberal education institution, situated on a picturesque campus in the City of Redlands, within one hour of Los Angeles, Palm Springs, or the mountains and Lake Arrowhead. **Review of applications will begin on Sept. 1, 2005**, and positions will remain open until filled. For further information please contact Pamela Powers at (909) 335-4041 or email Pamela_Powers@redlands.edu. Our website address is: <http://www.redlands.edu>.

Each applicant should have a completed doctorate in Management, Philosophy, Psychology, or Sociology, with a preferred specialty in Business Ethics or in Sustainable Enterprise Management, clear evidence of research and teaching achievement and/or potential, and demonstrable business knowledge at the MBA level or higher.

The School expects excellence in teaching and applied research; experience or strong interest in cross-functional teaching and research; desire to work with other faculty and with practitioners to create and implement innovative curricula and learning approaches; effective interaction with members of diverse cultures; demonstrated ability and/or strong desire to teach and work in tandem with other faculty or team members; motivation and desire to mentor and inspire traditional and non-traditional learners; and a desire and ability to experiment with and implement technology-enhanced learning. Practitioner experience in business-related activities is highly desirable. Hires beyond the Assistant Professor level must be justified through significant and sustained professional activity.

All applicants should have a record of achievement in their functional area AND vibrant interest in cross-disciplinary teaching, adult learners, and business education within the context of traditional liberal arts and science disciplines. The School of Business operates without discipline-based departments.

Applicants should send a letter addressing the required and preferred characteristics, resume/curriculum vitae, copies of transcripts (unofficial copies will suffice), and the names and contact information for three references, followed by letters, to Interdisciplinary Faculty Screening Committee, c/o Pamela Powers, School of Business, Hornby Hall – 204 University of Redlands, 1200 East Colton Avenue, Redlands, CA 92373-0999 or send attachments to pamela_powers@redlands.edu.

The University of Redlands is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, age, nondisqualifying disability, gender, sexual orientation, veteran status, marital status, national origin or ethnic origin. Members of underrepresented groups are encouraged to apply.

The **University of Michigan** has a position for an **Assistant, Associate or Full Professor of Business Ethics and Business Law**. J.D. from accredited law school and a record demonstrating promise of, or proven, excellence in research and teaching required, with a focus on business ethics, corporate social responsibility, or a related field. Please send your resume to: Professor Dana Muir, 701 Tappan Street, Stephen M. Ross School of Business, University of Michigan, Ann Arbor, MI 48109-1234, or e-mail callen@umich.edu.

Preference given to applications received by **November 1, 2005**, applications will be accepted until the position is filled. The University of Michigan is a non-discriminatory employer.

The Ethics Program of **Villanova University** seeks applicants for a **Catherine of Siena Teaching Fellowship**. Responsibilities include a 3/3 load, teaching the sophomore-level core ethics course, plus committee work for the program. A Ph.D. is preferred (ABD acceptable). The position is for one year, renewable up to three years. Candidates must be competent in philosophical ethics and conversant in religious ethics. Send C.V., evidence of teaching excellence, and two letters of recommendation to Dr. Mark J. Doorley, Ethics Program, Villanova University, 800 Lancaster Avenue, Villanova, PA 19085. Villanova is a Roman Catholic University sponsored by the Augustinian Order. An AA/EEO employer, Villanova seeks a diverse faculty committed to scholarship, service, and especially teaching, who understand, respect, and can contribute to the mission and values of the university. **Review of applications begins December 1**; interviews will take place at the December APA meeting in New York City. For more details see <http://ethics.villanova.edu/> or contact Dr. Doorley at mark.doorley@villanova.edu.

Report from the Communication Director

At the 2005 Annual meeting the SBE Board appointed Steve Lawler as the Communication Director for the SBE. It also considered a plan to support members and to increase the visibility of the Society as a resource for the broader conversation about Business Ethics. The following was approved:

Society for Business Ethics Communications Plan for 2005-2006

- **A change from our existing domain name (www.societyforbusinessethics.org) to a shorter one. (www.SBEthics.org)** This change will make our electronic presence and communications easier and smoother. This will be completed by year's end.
- **A planning process to create an enhanced website.** The specs phase will be completed by 1 November with the design and build part to get underway by year's end. These enhancements will help us over time make the website the place where people interested in Business Ethics go to gain the best information available on the web.
- **A subscription to PRNewswire that will allow SBE and its members to be included as expert resources when journalists are seeking sources for stories they are writing.**
- **The development of media training materials and a media training workshop.** Both of these are on-going with the workshop to be offered at next year's annual meeting for members interested in being available as a media resources.
- **The launch of a survey process to learn from more from SBE members about trends in the field, additional services for the SBE to consider and input for planners of the annual meeting.** This process has already been launched and you should have by now received an invitation to participate.

Steve Lawler
steve.lawler@SBEthics.org

Society for Business Ethics

MEMBERSHIP APPLICATION

Annual Dues

\$60.00 for individual members

\$30.00 for retired persons and students

\$145.00 for institutional membership

(add \$8.00 shipping for members outside of North America)

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>

Name _____

Institution _____

Address _____

Institution Phone Number _____

E-mail _____

Home Address _____

Home Phone Number _____

Renewal _____ New Member _____

Make checks payable to: The Society for Business Ethics

Society For Business Ethics
Philosophy Documentation Center
P.O. Box 7147
Charlottesville, VA 22906-7147
800-444-2419; 434-220-3300
FAX: 434-220-3301

Memberships can be paid with Visa, Mastercard, and Discover. Credit card information can be faxed to the above number or on-line at: <http://www.pdcnet.org/member-sbe.html>

Membership includes a subscription to:

Business Ethics Quarterly
The Journal of the Society For Business Ethics

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