



# ***THE SOCIETY FOR BUSINESS ETHICS NEWSLETTER***

January 2020

Volume XXXI, Number 1

## **FROM THE EXECUTIVE DIRECTOR**

Warm greetings from the Society for Business Ethics!

I am pleased to report that SBE finished membership year 2019 with 389 members, who resided in 30 nations. Five or more members resided in each of Australia, Canada, France, Germany, Italy, Japan, the Netherlands, Spain, Switzerland, the United Kingdom, and the United States. SBE's members are its strength, and the number and diversity of our members are cause for encouragement.

Membership renewal for 2020 is now available on the SBE website (<https://sbeonline.org/>); if you have not done so already, please renew at your next convenience so that your access to Business Ethics Quarterly is not interrupted! Please also note that SBE now offers a single discounted membership category for students, emeriti (who for our purposes include anyone who has retired from full-time employment), and non-tenure-track faculty. If you are aware of non-tenure-track scholars who would benefit from SBE's collegial community, please encourage them to join!

In order to give more members the opportunity to vote in the Board election, SBE held its nominations and election for the open seat on the 2020 Board at the end of membership year 2019, rather than at the start of membership year 2020 (as has been our pattern in the past). Two superb candidates stood for election, and Christopher Michaelson was selected by voters as our next Board member. His five-year term will begin at the end of the 2020 Business Meeting at the upcoming Vancouver conference. His biography and photo appear in this newsletter. Please thank him for his upcoming service to the Society, and please thank Marc Cohen for standing for election.

Submissions are being accepted until February 15 for the 2020 Annual Conference, which will be held August 7-9 (with pre-conference events on Thursday the 6th) at the Sutton Place Hotel. SBE's 2020 conference webpage (<https://sbeonline.org/conference/2020-annual-conference/>) includes links to the Call for Papers (which in turn includes the link for paper submissions), conference registration, and hotel reservations (available online at discounted rates until July 3). One new opportunity available through this year's conference registration site is the option to contribute toward carbon offsets. In response to a suggestion at last year's Business Meeting, SBE will be purchasing offsets after the conference, and attendees who wish to offset some or all (or more) of the carbon dioxide emissions resulting from their conference travel are invited to make a non-tax-deductible contribution to that end.

Finally, I would like to call your attention to the *Pioneers in Business Ethics* project, which is described on the next page. Pat Werhane and Gretchen Winter have been interviewing the founders of the Society on video, producing a rich record of the genesis of our field for historical reference. Pat in particular is an experienced documentary filmmaker; the Emmy Award you can see her holding is for her "Big Questions" series. They have already filmed a number of interviews, but are seeking assistance in completing the project. SBE has already made a contribution, and is matching contributions to the project's GoFundMe page. I have personally made a contribution of my own, as I believe that theirs is a valuable endeavor, and would invite SBE members to join me in supporting it.

- Jason Stansbury

## Society for Business Ethics

[www.sbeonline.org](http://www.sbeonline.org)

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# THE PIONEERS IN BUSINESS ETHICS PROJECT

In an effort to preserve the wisdom of the founding research in business ethics a few members of SBE, led by Patricia Werhane, Gretchen Winter and others, have engaged in a video project, filming surviving founders, recording and transcribing these videos. These videos and transcriptions will then be preserved as a permanent archive at the University of Illinois library and freely available to all of us at SBE, universities, and the public. In addition, under the leadership of Daryl Koehn some of the edited transcriptions will be printed in the *Business and Professional Ethics Journal*, and later reprinted as a collection by Springer Nature publications. A second related project is to video and record narratives of the founding and first corporate ethics and compliance officers, a movement that became widespread only in the 1980s under the direction and encouragement of the late Michael Hoffman and Ed Petry at Bentley University.



This project has been partly sponsored by SBE, The University of Illinois, Wharton, Darden, DePaul University, Bentley University and the University of Notre Dame. But like all projects of this kind, it takes a great deal of money (as well as organization) to edit what will turn out to be at least 30 narratives. So if any of you and/or your center or university would like to be a co-sponsor with these other prestigious organizations and universities, all sponsorship would be greatly appreciated and widely acknowledged in all video, online and printed outcomes. Or if any of your organization capabilities and capacity to engage in video editing (the most time-consuming and expensive dimension of this project) such services would be greatly appreciated and acknowledged.

Cash contributions are gratefully accepted from individual SBE members and friends at <https://www.gofundme.com/f/pioneers-project-in-business-ethics>, and will be matched by SBE up to a total of \$5000.

For more information contact [gwinter@illinois.edu](mailto:gwinter@illinois.edu) or [werhane@darden.virginia.edu](mailto:werhane@darden.virginia.edu).

## GREETINGS FROM THE WINNER OF THE 2020 SBE BOARD ELECTION

Dear Society for Business Ethics Colleagues,

Thank you for this opportunity to introduce (or re-introduce) myself to you. My name, Christopher Michaelson, says relatively little about my identity. I am the grandson of a Kuomintang general who fled to Brazil after losing the Chinese Civil War. He exhorted his children to do the meaningful work of doctors and teachers, and so I am the son of a Chinese language teacher who came for high school to the United States. I am the husband of an artist and nonprofit manager who has worked with children and senior citizens on access to healthcare, education, and technology. We are the parents of three children who induce me to revert to my 14-year-old self on the tennis court, temper and all. I am a philosopher whose favorite works of 21st century business ethics include Mary Shelley's *Frankenstein* and Mohsin Hamid's *The Reluctant Fundamentalist*.



My career in business ethics has been shaped by all these influences. I earned my Ph.D. in philosophy at my home state University of Minnesota to study the ultimate ethical question, namely, the meaning of life. After finishing my dissertation in New York City but while continuing my pursuit of meaning, I found it in the work of changing business from the inside – helping to launch one of the first business ethics consultancies in a Big Four firm. On 9/11/2001, I was in Washington, DC with an international development bank working on its conflicts of interest program when my wife and baby were home in New York. Learning about the lives and work of attack victims led me back to academia, where I research meaningful work and am currently co-authoring a series of papers examining the place and priority of work in close relations' perceptions of those they lost – from financiers to firefighters and accountants to administrative assistants.

At my first Society for Business Ethics Conference in 2002, I helped produce a scholar-practitioner dialogue, connecting the world of practice that I came from to the world that I came to through a visiting professorship at Wharton. After 3 years of commuting between New York and Philadelphia, I moved to NYU-Stern in 2005. I have continued to teach there since moving home to Minnesota in 2006, where I am a tenured full professor of business ethics at the University of St. Thomas.

Throughout my career, I have discovered meaningful work by building bridges – between East and West, New York and Minnesota, scholarship and practice (as a member of the World Economic Forum's Expert Network and as an academic fellow of the Ethics and Compliance Initiative), religious faiths (as a Jewish member of my Catholic university's Interfaith Council), countries and cultures (as the former Secretariat and now Executive Committee member of the International Society for Business, Economics and Ethics), business ethics and bioethics (as an affiliate faculty at the University of Minnesota's Center for Bioethics), philosophy and social science (as an editorial board member of *Academy of Management Learning & Education* and as part of an interdisciplinary network of meaning scholars), and business and the humanities (editing the *Journal of Business Ethics* section on Humanities and Business Ethics). I am honored to serve on the SBE Board, as a meaningful opportunity to build more bridges to the future of ethics, business, and society. Thank you!

Sincerely,

Christopher Michaelson

# **CALLS FOR PAPERS AND CONFERENCES**

## **Georgetown Institute for the Study of Markets and Ethics**

### **Teaching Workshop 2020**

The Georgetown Institute for the Study of Markets and Ethics welcomes applications from those who wish to attend our spring 2020 workshop, "Teaching Professional Ethics through Experiential Learning: The Georgetown Approach," to be held at Georgetown University on May 28-30, 2020.

Teaching business ethics in an effective way presents a difficult challenge. Courses that focus on abstract philosophical ethics employ terminology and methodology that are not familiar to most business students. Yet courses that employ the strictly empirical methodology of the social sciences lack a truly normative core. Further, learning about ethics in the abstract is often far removed from the difficult ethical decisions business people confront in the real world of business.

At the McDonough School of Business, we have developed a method of teaching business ethics through experiential learning that is truly normative, communicated in terms readily understood by business students, and involving actual ethical decision-making on the part of the students. We have found that our approach results in students becoming more invested in the course and more committed to successfully resolving the ethical issues that confront them in a business environment.

The workshop is designed to acquaint those who will be teaching business ethics in both business schools and philosophy departments with the various individual techniques we have developed and train those who are interested in how to use them in an integrated manner to create a highly effective business ethics course.

To apply for this year's workshop, please send a CV and a short cover letter before Feb. 20, 2020, to Michael Douma, director of GISME at [mjd289@georgetown.edu](mailto:mjd289@georgetown.edu). For a limited number of selected applicants, the institute will cover all costs of attendance, including hotel and travel, and provide a stipend of \$500.

More information is available behind this link:

<https://sites.google.com/a/georgetown.edu/gisme/teachingworkshop2020>

# **CALLS FOR PAPERS AND CONFERENCES—continued**

## **CALL FOR PAPERS PHILOSOPHY OF MANAGEMENT 2020 CONFERENCE**

10-13 July 2020, St Anne's College Oxford

For the 14th Philosophy of Management conference we return to our familiar place and format, St Anne's College Oxford University, for unhurried presentations and discussions over four days with on-site accommodation.

Whilst we welcome papers doing philosophy on any topic related to management of organisations, we encourage submissions around the 2020 conference theme: 'Philosophy and managing contemporary challenges'

Keynote speakers:

Vincent Blok – Associate Professor in Business Ethics, Philosophy of Technology and Responsible Innovation at the Philosophy Chair Group, Wageningen University.

Cristina Neesham - Director of Business Ethics and Corporate Social Responsibility (CSR) at Newcastle University Business School, Newcastle University, UK and Reader in Business Ethics and CSR.

Theme call: 'Philosophy and managing contemporary challenges'

We can be certain that we live in uncertain times. In many ways, what could be taken for granted is now in turmoil. Humanity faces grand challenges - in relation to our natural environment and climate, economic growth and globalisation, gender divisions and demographic shifts, human and artificial intelligence - which we attempt to manage through organising at various levels. At the same time, business organisations attempt to strategically and operationally navigate these grand challenges.

*(Continued on the following page )*

# CALLS FOR PAPERS AND CONFERENCES—continued

*(Continued from the prior page )*

Our 2020 conference, held at our familiar Oxford setting in the form of unhurried presentations and discussions, seeks to explore how philosophy can help to manage contemporary challenges.

We welcome submissions that undertake philosophical enquiry into the ontology, epistemology, axiology and aesthetics of both managing grand challenges as well as managing business organisations in the context of those contemporary challenges.

Possible themes include (but are not limited to):

## 1. Philosophy for managing (in the context of):

- human-induced degradations of the natural environment
- the rise of anti-democratic and/or illiberal regimes
- modern slavery
- poverty / economic inequalities
- anti-humanist challenges of the AI revolution

## 2. Management solutions from philosophy:

- political philosophy
- rival theories dialogue
- history's big thinkers
- responsible innovation
- new directions for management education

## 3. Philosophising management itself:

- what is (business) management?
- management as a science or an art?
- is management a humanity (Drucker) and if not what is it?
- what organisational values and which organisational conscience?
- managing reality versus management as reality

*(Continued on the following page )*

# **CALLS FOR PAPERS AND CONFERENCES—continued**

*(Continued from the prior page)*

Please submit a short paper (approx 1,500 words) setting out the question, approach and main lines of argument to [w.vandekerckhove@greenwich.ac.uk](mailto:w.vandekerckhove@greenwich.ac.uk)

Key dates:

- deadline for short paper submission: 20 February 2020
- notification of acceptance: 20 March 2020
- conference: 10-13 July 2020
- fee estimate £800 including conference registration, 3 nights accommodation, breakfasts, lunch and dinners.

## **CALLS FOR PAPERS AND CONFERENCES—continued**

### **Call for Papers: Business Ethics in the 6ix, vol. 4.**

The forum Business Ethics in the 6ix is a workshop-style event in which new research in business ethics will be discussed. Half of the papers will be circulated prior to the event. Sessions for those papers will begin with a 10-minute commentary, followed by a 10-minute response by the speaker, and a 30-minute question period. The other half of the sessions will be held in traditional academic conference format.

The next edition of the forum will take place May 11-12, 2020 at the Ted Rogers School of Management near Dundas Square. The keynote speaker will be Professor Amy Sepinwall (Wharton). More information is at [www.be6.ca](http://www.be6.ca)

We will include up to 5 submitted papers in the 2020 program. To be considered for inclusion in the program, please send a fully anonymized version of your paper to

[business.ethics.toronto@gmail.com](mailto:business.ethics.toronto@gmail.com)

The deadline for submissions is March 31, 2020. Decisions will be reached and communicated to authors no later than April 15. Submitting full papers is encouraged. Abstracts will be considered but not on equal footing.



# CALLS FOR PAPERS AND CONFERENCES—continued

## Call for Papers - Ethics and the Future of Meaningful Work (*Journal of Business Ethics*)

Submission deadline: October 31, 2020

Special Issue Guest Editors:

Evgenia I. Lysova (Vrije Universiteit Amsterdam, the Netherlands)

Jennifer Tosti-Kharas (Babson College, USA)

Catherine Bailey (King's College London, UK)

Luke Fletcher (Aston Business School, UK)

Peter McGhee (Auckland University of Technology, New Zealand)

Christopher Michaelson (University of St. Thomas, USA)

Recent years have seen a growing attention to the topic of meaningful work. In 2018-2019 alone, there appeared “in press” two literature reviews (Bailey, Yeoman, Madden, Thompson, & Kerridge, 2019; Lysova, Allan, Dik, Duffy, & Steger, 2019), a meta-analysis (Allan, Batz-Barbarich, Sterling, & Tray, 2019), an edited handbook (Yeoman, Bailey, Madden, & Thompson, 2019), and two journal special issues (one on meaningful work by Bailey et al., 2019; the other on the related concept of calling by Lysova, Dik, Duffy, Khapova, & Arthur, 2019). These developments signal not only rising interest in the concept but also raise a number of significant and, as yet, unanswered ethical questions that would benefit from interdisciplinary attention from business ethics and other disciplines. The value of business ethics for understanding meaningful work has been articulated in a paper published by Michaelson and colleagues (2014) in *Journal of Business Ethics*. The authors point to several research opportunities that require this interdisciplinary approach, including the extent to which ethics is integral or incidental to meaningful work, the question of the moral obligations of organizations to individuals, and the potential moral obligations of individuals themselves. More recent work concerned with the ethical antecedents to meaningful work has also called for more research at the ethics-meaningful work intersection (Lips-Wiersma, Haar, & Wright, In press).

In the *Journal of Business Ethics* Special Issue on “Ethics and the Future of Meaningful Work,” we are concerned with at least three perspectives: that of the worker (i.e., how meaningful or meaningless work can influence human flourishing), that of the employer (i.e., moral obligation and duty to create conditions that enable individuals to find meaningful work), and that of the market (i.e., how the market values meaning in relation to money) – as well as the interaction between these three levels of analysis. We are also interested in changes in the influence of technological conditions of work (e.g., automation of manufacturing, artificial intelligence), workplace environment (e.g., worker mobility; co-working arrangements; new ways of working; efforts around diversity, equity and inclusion; increasing insecurity and work intensity), and generational (e.g., Millennial and Generation Z preferences) and geographical shifts in ethical issues related to and the priority of meaningful work. We invite scholars from various disciplines to submit their conceptual and empirical papers that would address any of these perspectives and phenomena. A link to the full Call for Papers, including submission instructions and related conference opportunities, is available at the following link: <https://www.springer.com/journal/10551/updates/17488220>.

# POSITION ANNOUNCEMENTS



**FORDHAM**  
Gabelli School of Business

Visiting Scholar (non tenure-track position)  
Assistant or Associate Professor of Business Ethics  
Fordham University. Gabelli School of Business. New York, NY

Deadline: May 1, 2020 at 11:59 PM Eastern Time

Application website: <https://apply.interfolio.com/72950>

## **Description**

The Gabelli School of Business at Fordham University invites applications for one (1) Visiting Scholar (non-tenure-track position) Assistant or Associate Professor rank in the Law & Ethics area starting Fall of 2020.

The position entails teaching and research responsibilities. Teaching will be primarily at the undergraduate level. The school and area will provide opportunities for research collaboration as well as competition for research funds.

## **Qualifications**

The ideal candidate should possess a Ph.D. in Philosophy or Management (with a specialization in Business Ethics) or; a Ph.D. in Business Ethics; or a J.D., with a significant record in business ethics research (an expected completion date no later than July 1, 2020, for the Ph.D. is acceptable). Candidates should have a record of scholarship or demonstrated interest and competences in producing high quality scholarship and a dedication to solid teaching with impact.

## **Application Instructions**

Applications should include a curriculum vitae, three letters of reference, an example of scholarly work, and teaching evaluations.

Candidates are encouraged to apply early as decisions for interviews may be made before the deadline. The recruiting committee will start evaluating applications immediately and will continue until the position is filled.

Fordham is an Equal Opportunity Employer. Women, people of color, and people with disabilities are encouraged to apply for the position. Consistent with our Jesuit tradition, we believe that cultural and intellectual diversity is central to the excellence of our academic program and strive to create an academic community and campus culture that attracts and facilitates the development of teacher-scholars. We are especially interested in candidates with substantive experience and commitment to teaching and mentoring students from a range of social, cultural, and economic backgrounds.

## MEMBER NEWS — Continued

*From Annabel Beerel:*

Book Publication Announcement

Ethical Leadership and Global Capitalism:  
A Guide to Good Practice

This book is a practical guide to help managers and their employees really practice “ethics” at work. Through real life case stories and case studies. The author brings to light the ethical challenges that present themselves as a result of the globalizing power of capitalism as well as the dynamics that occur within organizations. The reader gets to see that ethics lies not only in the big, dramatic defining moments, but in the everyday behaviors of people as they work together in the service of organizational goals.

The text not only provides a review of the theory in a highly accessible and understandable manner, but is punctuated with summaries, exercises and opportunities for reflection where the reader gets an opportunity to review their own ethical frameworks and to see how these influence the daily choices they make.

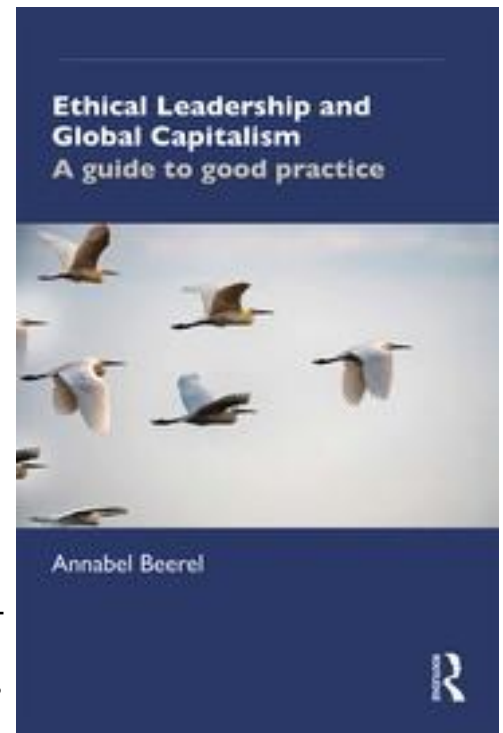
Ideas are provided to help managers coach their employees to strategize around ethical issues, and to communicate their views with clarity and conviction. A detailed ethical decision-making framework is also provided.

Annabel Beerel, PhD, MBA, MA

Publisher: Routledge  
ISBN: 0367197448

Link to Routledge: <https://www.routledge.com/products/search?keywords=ethical+leadership+and+global+capitalism>

Link to Amazon: <https://www.amazon.com/Ethical-Leadership-Global-Capitalism-Practice/dp/0367197448/>



## MEMBER NEWS — Continued

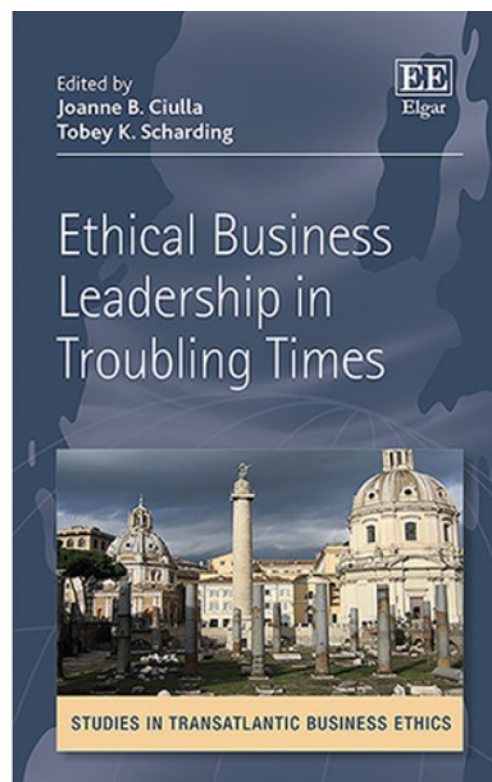
### *From Joanne Ciulla:*

We are pleased to announce the publication of the 10th TransAtlantic Business Ethics Conference (TABEC) Ethical Business Leadership in Troubling Times, edited by Joanne B. Ciulla and Tobey K. Scharding, Edward Elgar Publishing, 2019. <https://www.e-elgar.com/shop/ethical-business-leadership-in-troubling-times>

Do the responsibilities of business change when there are social problems or problems with other institutions? Immigration, Brexit, the election of Donald Trump, and the emergence of populism and nationalism on both sides of the Atlantic have raised some ethical challenges for business leaders. The chapters in this book tackle several aspects of these questions with chapters on business and politics, the environmental responsibilities of business, the social and political impact of technology, immigration, the impact of social turmoil on organizational leadership, and broader questions of CSR (corporate social responsibility), leadership, and governance in times of social turmoil.

This book offers a series of fresh and critical contributions by the international crème de la crème in the fields of leadership, business ethics and CSR. It covers theoretical and practical approaches in a rich and probing exploration of the burning ethical issues facing business leaders in “troubling times”. This sense of urgency has stimulated the authors to think innovatively about their field. That is why this book provides important incentives for the further development of the ethical thinking about leadership and business.’

– Ronald Jeurissen, Nyenrode Business University, The Netherlands



## MEMBER NEWS — Continued

### *From Philipp Herold:*

In today's world, we cooperate across legal and cultural systems in order to create more value than ever. However, interacting between legal systems and transgressing cultural boundaries has put ethics more and more to the test - with and without knowing, people trust and expose themselves to the discretion and morality of complete strangers. Trends like the increasing role of product labels and a certification industry as well as political movements towards nationalism and conservatism may be seen as reaction to disappointments from excessive cooperation. It thus is inevitable that we understand the means of governance available to us, are able to economize on them, and have a coherent framework for such analysis.

Business ethics has contributed a lot to guiding the conduct of agents entrusted in such interactions. Vice versa, trust research and institutional economics have explored the means at hand for those exposing themselves in cooperation. However, an integration of these three strands is still missing. We thus have no integrated theoretical framework to formulate the trade-off we make when entering into cooperation. Trust control economics seeks to close this gap and thereby better link insights from business ethics and trust research with the theoretical framework of institutional economics.

This book draws on the rich insight from research on trust and control, and accommodates the key results for governance considerations in an institutional economics framework. It provides a view on the limits of cooperation from the required degree of governance, which can be achieved through extrinsic motivation or building on intrinsic motivation. Trust Control Economics thus inform a more realistic expectation about the net value added from cooperation by providing a balanced view including the cost of governance. It then becomes clear how complex cooperation is about 'governance accretion' where limited trustworthiness is substituted by control and these control instances need to be governed in turn.

This work is the first of its kind to explicitly reflect on the societal realities under which it was developed, how they shape the assumption setting process, and how these assumptions influence the theory outcome.

Link:

<https://www.routledge.com/Trust-Control-and-the-Economics-of-Governance-1st-Edition/Herold/p/book/9780429286018>



### TRUST, CONTROL, AND THE ECONOMICS OF GOVERNANCE

Philipp Herold



## MEMBER NEWS

### *From Joshua Nunziato:*

**Citation:** Joshua S. Nunziato. *Augustine and the Economy of Sacrifice: Ancient and Modern Perspectives*. Cambridge: Cambridge University Press, 2020.

**Summary:** Business is generally viewed as a means to generate personal or corporate wealth, but business transactions can also sacrificially serve the common good. In conversation with contemporary social theorists, Joshua Nunziato in this book critically evaluates the spiritual significance and aims of economic exchange. Inspired by Augustine's vision of the Church as a 'universal sacrifice', he explores how Augustine's approach teaches us detachment - both personal and collective - which releases us from illusory claims of ownership and reframes business as an exercise in loving and letting go. Nunziato's volume engages with the big questions of economic life and reframes both why and how we acknowledge people through business in a way that results in the common good. It will be of interest to scholars and students of Augustinian studies, philosophy of exchange, and economic ethics.

Website: [www.cambridge.org/9781108481397](http://www.cambridge.org/9781108481397)

