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### PAPERS, PANELS, WORKSHOPS / EMERGING SCHOLARS / EVENTS

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1415 5th Ave, Seattle, WA 98101, United States  
destinationhotels.com/motif-seattle

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TICKETS REQUIRED:
- Presidential Luncheon and Achievement Awards
- SBE Business Meeting & Annual Awards Ceremony
- Keynote Reception

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THURSDAY – FRIDAY

**Special Pre-Conference Session**

**Teaching Business Ethics Effectively: Insights from Master Teachers**
Thursday, 1:00pm-5:00pm
Pioneer, 4th Floor

Organizer and Moderator
Brad Agle               Brigham Young U.
Frank Oswald           Columbia U.
Tom Donaldson          U. of Pennsylvania
Niki den Nieuwenboer   U. of Kansas

Co-sponsored by the Wheatley Institution of Brigham Young University

**International Reception**
Thursday, 6:00pm-7:30pm
Foyer 4

All Conference Participants Welcome

**Emerging Scholars Workshop**
Friday
*Breakfast: 8:00am-8:30am*  
*Lunch: 11:30am-12:30pm*
Pioneer, 4th Floor

**Bridging the gap between philosophy and applied ethics in business ethics research**
Mollie Painter           Nottingham Trent U.

**Conference Welcome & Plenary**
Friday, 1:00pm-2:30pm
Emerald Ballroom 1, 3rd Floor

SBE Executive Director
Jason Stansbury         Calvin U.

SBE Program Chair
Alejo Sison             U. of Navarra

**Sustainability, Responsibility and Human Rights: The Costco Story**
Sponsored by the Seattle University Center for Business Ethics

Moderator
Jeffery Smith           Seattle U.
Sheri Flies              Costco Wholesale
Preston Witt             Costco Wholesale

**Doctoral Candidate Poster Session**
Friday, 5:45pm-6:15pm
Emerald Ballroom 1, 3rd Floor

Chairs
Florian Krause          U. of St. Gallen
Joé Martineau           HEC Montréal

**Fostering change from the inside out: Social intrapreneurship and business collective action in female-and male-dominated industries**
Melanie Rainer          FHWien U. of Applied Sciences of WKW

**Institutional complexity and moral systems of exchange: lessons from a community-based enterprise**
Andreas Georgiou        U. Ramón Llull

**Trust and emotion in organizations: what people (dispositionally) value**
Roohollah Haghshenas    U. of Tennessee

**Pseudo responsibility or muddling through? Securities fraud in US publicly traded firms**
Shayan Ali Khan          Martin Luther U. Halle-Wittenberg

**Emerging Scholars Reception**
Friday, 6:15pm-7:30pm, Foyer 4

All Conference Participants Welcome
**SARATURDAY – SUNDAY**

**Junior Scholars Network Breakfast Meeting**
Saturday, 7:00am-9:00am
Pioneer, 4th Floor

All are welcome, from junior to senior scholars.
Juliane Reinecke  King’s Business School
Patrick Haack  HEC Lausanne
Ruth Aguilera  Northeastern U.

**Presidential Luncheon and Awards**
Saturday, 11:45am-1:15pm
Emerald Ballroom 2, 3rd Floor

President Awards Presentation
Danielle Warren  Rutgers U. Immediate Past President, Society for Business Ethics

Presidential Address: Who Counts in Business Ethics?
Kirsten Martin  U. of Notre Dame President, Society for Business Ethics

**SBE Business Meeting & Annual Awards Ceremony**
Saturday, 4:05pm-5:15pm
Emerald Ballroom 3, 3rd Floor

Jason Stansbury  Calvin U.
Tim Mazur  Indivior Inc.
Frank den Hond  Hanken School of Economics
Alejo Sison  U. of Navarre
Christopher Michaelson  U. of St. Thomas

**SBE/SIM Joint Keynote Address**
Saturday, 5:30pm-6:30pm
Emerald Ballroom 1, 3rd Floor

Chair
Christopher Michaelson  U. of St. Thomas

How to teach an entire city, a university, or a company how to talk about race in only 50 years
Shawn Wong  U. of Washington

**Breakfast Presentation Hosted by Cambridge University Press**
Sunday, 7:00am-8:15am
Pioneer, 4th Floor

The Publishing Landscape at Cambridge
Jamie Davidson  Cambridge University Press

**Coffee with an Author**
The power of AND: responsible business without trade-offs
Sunday, 8:00am - 8:45am
Seattle Ballroom 1, 4th Floor
Julie Beckel Nelsen  Washington State U. – Vancouver

Coffee and pastries included.

**Business Ethics Quarterly Editorial Board Luncheon**
Sunday, 12:30pm-1:45pm
Emerald Ballroom 2, 3rd Floor
By Invitation Only

**Former Emerging Scholars Luncheon**
Sunday, 12:30pm-1:45pm
Pioneer, 4th Floor
By Invitation Only

**Book Exhibit Give-Away**
Emerging Scholars: Sunday, 1:45pm-3:00pm
All Conference Participants: Sunday, 3:00pm-5:00pm
Foyer 4

**Closing Reception**
Sunday, 4:30pm-6:30pm
Foyer 4
All Conference Participants Welcome
SENN 1
FRIDAY, 3:00PM - 4:10PM

1A: Panel

Business ethics research reconsidered: goals, traditions, epistemologies
Location: Seattle Ballroom 1, 4th Floor

Chair
Pat Werhane ............... DePaul U.
Ed Freeman ............... U. of Virginia
Tae Wan Kim ............... Carnegie Mellon U.
Brian Berkey ............... U. of Pennsylvania
Frank den Hond ............ Hanken School of Economics
Mollie Painter ............. Nottingham Trent U.
Sareh Pouryousefi .......... Ryerson U.

1B: Emerging Scholars 1
Location: Seattle Ballroom 2, 4th Floor

Chair
Hyeonjin Cha .............. U. of Oregon

Are we all in this together? Communication of an organization’s prosocial identity to employees
Hyeonjin Cha .............. U. of Oregon

Towards a theory of social justice for business corporations
Barbara Bziuk ............. Utrecht U.

Alienated labor, meaningful work, and the reproduction of labor-power
Kyle Scott ............... U. of California Los Angeles

Managing scaling tensions: A case study on social enterprises in Germany
Marc Dörlemann ........... U. Hamburg

1C: Scholarly Papers: Moral Agency 1
Location: Seattle Ballroom 3, 4th Floor

Chair
Matthew Caulfield........ West Chester U.

Contesting conscience in transactions
Matthew Caulfield........ West Chester U.

Corporate weakness
Kenneth Silver ............. Trinity College Dublin

Honesty in organizations: a systematic review and new conceptual framework
Binyamin Cooper ........... Carnegie Mellon U.
Taya R. Cohen .............. Carnegie Mellon U.
Elizabeth Huppert .......... U. of Chicago
Emma Edelman Levine ... U. of Chicago
William Fleeson .......... Wake Forest U.

1D: Scholarly Papers: International Business Ethics 1
Location: Belltown, 4th Floor

Chair
Jinyoung Lee ............. Mary Baldwin U.

The role of government in corporate social responsibility reporting: The narrative of Korean state-owned enterprise from stakeholder theory perspective
Jinyoung Lee ............. Mary Baldwin U.
Chongkyoon Lee .......... James Madison U.
SESSION 2
FRIDAY, 4:15PM - 5:25PM

2A: Panel
AI and virtue: the ethics of sociomaterial practices
Location: Seattle Ballroom 1, 4th Floor
Chair
Carlos Rodriguez-Lluesma U. of Navarra IESE Business School
Caleb Bernacchio California State U. Monterey Bay
Javier Pinto U. de los Andes
Pablo García-Ruiz U. de Zaragoza

2B: Emerging Scholars 2
Location: Seattle Ballroom 2, 4th Floor
Chair
Esperanza Hernandez-Cuadra U. of Pontificia Comillas
Corporate ethics and compliance programs: a conceptual framework and opportunities for research
Esperanza Hernandez-Cuadra U. of Pontificia Comillas
How a team becomes unethical? A multilevel study unpacking the more attractive aspect of unethical pro-organizational behavior
Saleem Azhar Xi’an Jiaotong U.
Aditya Simha U. of Wisconsin
Moral leadership development through empathetic virtual reality experiences: an empirical study of effects on empathy and moral foundations theory
Dennis Dunivan U. of Denver
Paula Mann Western Colorado U.
Dale Collins U. of Denver
The ethics of impact – businesses and ethical considerations in impact measurement and valuation
Emma van den Terrell U. of Mannheim

2C: Scholarly Papers: Moral agency 2
Location: Seattle Ballroom 3, 4th Floor
Chair
Eric Peterson Creighton U.
Moral imagination as a skill
Eric Peterson Creighton U.
Corporate counterspeech
Aaron James Ancell Bentley U.
Introducing moral strain theory and implications for the relationship between moral identity and moral action
Justin Ames U. of Michigan–Dearborn

2D: Scholarly Papers: International business ethics 2
Location: Belltown, 4th Floor
Chair
Adrian Pablo Zicari ESSEC Business School
Between a corporatist past and a globalized future: the Argentinian accounting profession and the social balance sheet
Adrian Pablo Zicari ESSEC Business School
Carlos Ramirez ESSEC Business School
How does exposure to EITI member countries affect extractive industry conduct?
Ivar Kolstad Norwegian School of Economics
Arne Wiig Chr Michelsen Institute
SESSION 3
SATURDAY, 9:00AM - 10:10AM

3A: Panel
Social determinants and the business of health
Location: Seattle Ballroom 1, 4th Floor

Chair
Lindsay Thompson .......... Johns Hopkins U.
Patricia Werhane .......... DePaul U.
Andrew Wicks .......... U. of Virginia

3B: Scholarly Papers: Decision-making 1
Location: Seattle Ballroom 2, 4th Floor

Chair
Jennifer D. Hamrick .......... U. of Alabama at Birmingham

An internal failure of co-operative self-regulation
Jennifer D. Hamrick .......... U. of Alabama at Birmingham
Caleb Houston .......... U. of Alabama at Birmingham

Corporations choose differently: a case for strict liability for businesses
Aatif Abbas .......... Syracuse U.

3C: Scholarly Papers: Ethics in the workplace 1
Location: Seattle Ballroom 3, 4th Floor

Chair
Andrew Lynn .......... U. of Virginia

Meaning, motivation, and the problem of manipulation in meaningful work studies
Andrew Lynn .......... U. of Virginia

Genuine CSR motive matters: how ethical jobseekers perceive changing CSR
Kihyon Kim .......... Korea U.

3D: Scholarly Papers: Justice and deliberative democracy 1
Location: Belltown, 4th Floor

Chair
Robert Hughes .......... U. of Pennsylvania

Corporate criminal liability and the purposes of punishment
Robert Hughes .......... U. of Pennsylvania

Extra-economic value creation for corporate sustainability: a systematic literature exploration and avenues for future research
Chiara Andreoli .......... Copenhagen Business School

Public health and equitable allocation of Covid-19 vaccines: pharmaceutical company engagement in COVAX
Maria Riegler .......... FHWien U. of Applied Sciences of WKW
Markus Scholz .......... FHWien U. of Applied Sciences of WKW
Craig Smith .......... INSEAD
Anna Burton .......... WIFO
SESSION 4
SATURDAY, 10:20AM - 11:30AM

4A: Review Papers
Location: Seattle Ballroom 1, 4th Floor
Chair
Dorothee Winkler __________ U. of Zürich

A review of firms’ political activity-social responsibility relationship: how context matters
Dorothee Winkler ___________ U. of Zürich
Elisabetta Botti ____________ U. of Zürich

The meaning of meaningful work: advancing the normative thesis
Rowdy Mitchel Bryant __________ Vrije U. Amsterdam

Big Tech and antitrust: an ordoliberal analysis
Manuel Woersdoerfer __________ U. of Maine

4B: Scholarly Papers: Decision-making 2
Location: Seattle Ballroom 2, 4th Floor
Chair
Akwasi Opoku-Dakwa ___________ Duquesne U.

From pluralism to interdependence: an integrative perspective on ethical theory for decision-making
Akwasi Opoku-Dakwa ___________ Duquesne U.
Ali Fehmi Unal _____________ U. of Southern Maine
Lisa Lewin ____________ Rutgers U.

Collectivism in organizational decision-making
Tobey K. Scharding ___________ Rutgers U.
John Cantwell ___________ Rutgers U.

4C: Scholarly Papers: Ethics in the workplace 2
Location: Seattle Ballroom 3, 4th Floor
Chair
Jooho Lee __________ Pepperdine U.

Economic efficiency, market participation, and the meaningful life
Jooho Lee __________ Pepperdine U.

Against managerial moral vigilantism
Grant Rozeboom __________ Saint Mary’s College of California

4D: Scholarly Papers: Diversity, equity and inclusion 1
Location: Belltown, 4th Floor
Chair
Ian Maitland __________ U. of Minnesota

Racism in the American housing market
Ian Maitland __________ U. of Minnesota

Does corruption influence female managers’ decision to export?
Farzana Chowdhury __________ U. of Texas Rio Grande Valley
David Audretsch __________ Indiana U.
SESSION 5
SATURDAY, 1:25PM - 2:35PM

5A: Workshop

Publishing business ethics for the public: a citizenship development workshop
Location: Seattle Ballroom 1, 4th Floor
Chair
Gaston de los Reyes George Washington U.
Thomas Beschorner U. of St. Gallen

5B: Emerging Scholars 3
Location: Seattle Ballroom 2, 4th Floor
Chair
Carolina Villegas-Galaviz U. Pontificia Comillas

Business ethics and ethics of care in artificial Intelligence
Carolina Villegas-Galaviz U. Pontificia Comillas

AI ethics as practice: a research project
Aude Marie Marcoux U. du Québec à Montréal

In search of the golden mean: a virtue ethical approach to the advancement of sustainability and disaster recovery operations in hotel supply chains
Mollie Bryde Liverpool John Moores U.
Claire Hannibal Liverpool John Moores U.
Kelsy Hejjas Edinburgh Napier U.
Scott Foster Liverpool John Moores U.

We want to see you succeed: how small shareholders influence big corporations
Prami Sengupta U. of California Irvine

5C: Scholarly Papers: Ethics in the workplace 3
Location: Seattle Ballroom 3, 4th Floor
Chair
Joshua Preiss Minnesota State U. Mankato

The good jobs crisis as market failure
Joshua Preiss Minnesota State U. Mankato

Create vs. Toil: a new concept of work
Alina Plitman U. of Mannheim

5D: Scholarly Papers: Diversity, equity and inclusion 2
Location: Belltown, 4th Floor
Chair
Kevin Jackson Fordham U.

Questioning the theory of the firm: the challenge of hybrid, social and faith-based businesses
Kevin Jackson Fordham U.

A normative examination of the diversity among shareholders
Santiago Mejia Fordham U.
6B: Scholarly Papers: Ethics and technology 1
Location: Seattle Ballroom 2, 4th Floor
Chair
Vikram Bhargava __________ George Washington U.

User ethics: do we have an obligation to quit social media?
Vikram Bhargava __________ George Washington U.

Moral Approaches to AI: Missing power and marginalized stakeholders
Carolina Villegas-Galaviz __________ U. Pontificia Comillas

Organized immaturity in a post-Kantian perspective: toward a critical theory of surveillance capitalism
Andreas Georg Scherer __________ U. of Zürich
Cristina Neesham __________ Newcastle U.

6C: Scholarly Papers: Financial ethics
Location: Seattle Ballroom 3, 4th Floor
Chair
Hasko von Kriegstein __________ Ryerson U.

Engage or divest? Towards an ethics for institutional investors
Hasko von Kriegstein __________ Ryerson U.
Félix Grignon __________ Ryerson U.

Constructive decoupling: the interpretation and presentation of impact investment performance
Lauren Kaufmann __________ U. of Pennsylvania
Maoz (Michael) Brown __________ U. of Pennsylvania

6D: Scholarly Papers: Fraud and corruption 1
Location: Belltown, 4th Floor
Chair
Shiyao Bao __________ U. of Navarra, IESE Business School

When and why audiences “admire” corporate scandals?
Shiyao Bao __________ U. of Navarra, IESE Business School

Gaming rules in liminal settings leading to corruption: evidence from an experimental approach
Miguel Velasco __________ CUNEF U.
Paul Johnson __________ U. of Minnesota

Relationship between technology and organizational misconduct: a case study on quality fraud
Hiroto Hara __________ Tokyo Institute of Technology
Shuzo Fujimura __________ Tokyo Institute of Technology
SESSION 7
SUNDAY, 8:40AM - 9:50 AM

7A: Workshop
Sexual harassment in the workplace: how a higher education course can address the issue
Location: Seattle Ballroom 1, 4th Floor
Chair
Julie Beckel Nelsen.........................................................................................................................Washington State U. – Vancouver
Mary Unger Henderson..................................................................................................................St. Catherine U.

7B: Scholarly Papers: Ethics and technology 2
Location: Seattle Ballroom 2, 4th Floor
Chair
Mihailis Diamantis.........................................................................................................................U. of Iowa

Employed algorithms
Mihailis Diamantis.........................................................................................................................U. of Iowa

Behavioral data and the right to strike
Julian Jonker........................................................................................................................................U. of Pennsylvania

7C: Scholarly Papers: Justice and deliberative democracy 2
Location: Seattle Ballroom 3, 4th Floor
Chair
Sandrine Blanc.................................................................................................................................INSEEC Grande Ecole

Justice Inc.
Sandrine Blanc.................................................................................................................................INSEEC Grande Ecole
Tim Meijers..........................................................................................................................................Leiden U.

Business ethics and the democratic duties of the firm
David Silver..........................................................................................................................................U. of British Columbia

Should antitrust policy track antitrust morality? Business ethics and monopsony power in a post-Chicago age
Jonah Goldwater...............................................................................................................................College of William & Mary

7D: Scholarly Papers: Fraud and corruption 2
Location: Belltown, 4th Floor
Chair
JS Nelson..............................................................................................................................................Harvard U.

The future of corporate criminal liability: watching the ESG Space
JS Nelson..............................................................................................................................................Harvard U.

Understanding fraud better: a psychological want approach to assessing who gets conned and why
Daryl Koehn..........................................................................................................................................DePaul U.
8A: Workshop

**Crafting better theoretical contributions**
Location: Seattle Ballroom 1, 4th Floor

Chair
Paul Godfrey \( \text{Brigham Young U.} \)

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8B: Scholarly Papers: Ethics and technology 3
Location: Seattle Ballroom 2, 4th Floor

Chair
Thomas Beschorner \( \text{U. of St. Gallen} \)

**Digital freedom – a prison break**
Thomas Beschorner \( \text{U. of St. Gallen} \)
Robert Fischli \( \text{U. of St. Gallen} \)

**Is AI Ethical? It depends on whether you think like an engineer or social scientist**
Mahak Nagpal \( \text{National U. of Singapore} \)
David De Cremer \( \text{National U. of Singapore} \)
Shane Schweitzer \( \text{National U. of Singapore} \)
Adam Waytz \( \text{Northwestern U.} \)

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8C: Scholarly Papers: Justice and deliberative democracy 3
Location: Seattle Ballroom 3, 4th Floor

Chair
William English \( \text{Georgetown U.} \)

**Can welfare economics justify corporate philanthropy? Proposing the “philanthropy multiplier” as a metric for evaluating corporate philanthropic expenditures**
William English \( \text{Georgetown U.} \)

**Pluralism and reflective equilibrium as methodologies for normative business ethics**
Carson Young \( \text{State U. of New York at Brockport} \)

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8D: Scholarly Papers: Leadership 1
Location: Belltown, 4th Floor

Chair
Preethi Misha \( \text{Nottingham Trent U.} \)

**The search for meaning and the trickle-down effects of unethical leadership**
Preethi Misha \( \text{Nottingham Trent U.} \)
Marius van Dijke \( \text{Nottingham Trent U.} \)
Leander De Schutter \( \text{Erasmus U.} \)
SESSION 9
SUNDAY, 11:50AM - 1:00PM

9A: Agora

Covers and signs
Location: Seattle Ballroom 1, 4th Floor

Chair
Wayne Norman  Duke U.

When the outrageous hides in plain sight: the curious case of the trans-racial “whitewashed” LP cover in midcentury America, and what it might tell us about our own blind spots today
Wayne Norman  Duke U.

Sign, sign, everywhere a sign: understanding ethics and policy through ‘normative signs’
Chris MacDonald  Ryerson U.

9B: Scholarly Papers: Ethics and technology 4
Location: Seattle Ballroom 2, 4th Floor

Chair
Dorothee Winkler  U. of Zürich

Digital populism and Big Tech: a new perspective on organizational identity dynamics
Dorothee Winkler  U. of Zürich
Elisabetta Botti  U. of Zürich

Why algorithmic ‘decisions’ do not relieve from making decisions
Florian Krause  Leibniz U. of Hanover
Thomas Beschorner  U. of St. Gallen

Interorganizational collaboration in light of grand challenges which provoke moral conflict: the case of online hate speech
Benet Schwoon  U. of Zürich

9C: Scholarly Papers: Organizational ethics
Location: Seattle Ballroom 3, 4th Floor

Chair
Rita Mota  U. of Oxford

Mapping the contours of blame: an account of the moral boundaries of the firm
Rita Mota  U. of Oxford
Alan D. Morrison  U. of Oxford

Understanding unethical behaviors among business faculty
David Desplace  The Citadel
Laura Lynn Beauvais  The Citadel
Avi Kay  Lev Academic Center
Susan M. Bosco  Roger Williams U.

Group deception: an omission
Michaela Lobo  U. of Pennsylvania
SESSION 10
SUNDAY, 2:00PM - 3:10PM

10A: Agora
Fairness and ESG
Location: Seattle Ballroom 1, 4th Floor
Chair
William English
Georgetown U.

Why banks should not employ ideological discrimination – An evaluation of objections to the Comptroller of the Currency’s proposed rule “Fair Access to Financial Services”
William English
Georgetown U.

10B: Scholarly Papers: Virtue Ethics
Location: Seattle Ballroom 2, 4th Floor
Chair
Miguel Alzola
Fordham U.

An Aristotelian argument for workplace democracy
Miguel Alzola
Fordham U.

Experimentation, innovation, and virtue: dynamic efficiency and the Market Failures Approach
Caleb Bernacchio
California State U. Monterey Bay

What is business for? Aristotelian moral philosophy and an ethics model of the firm
Edward David
U. of Oxford

10C: Scholarly Papers: Justice and deliberative democracy 4
Location: Seattle Ballroom 3, 4th Floor
Chair
Jason Stansbury
Calvin U.

One human rights hat won’t fit all corporate heads
Thomas Donaldson
U. of Pennsylvania

10D: Scholarly Papers: Philosophical issues 1
Location: Belltown, 4th Floor
Chair
Rosemarie Monge
U. of St. Thomas

Everyday business ethics
Nien-hê Hsieh
Harvard U.
Rosemarie Monge
U. of St. Thomas

Engagement for absolutists
Jonathan Drake
Creighton U.

Existentialist perspectives on the problem and prevention of moral disengagement
Helet Botha
U. of Virginia
R. Edward Freeman
U. of Virginia
SESSION 11
SUNDAY, 3:50PM - 5:00PM

11A: Scholarly Papers:
Shareholder value
Location: Seattle Ballroom 1, 4th Floor
Chair
Anne-Laure Boncori__Groupe INSEEC

Decoupling of technique and ideology: the shareholder value model of management cases
Anne-Laure Boncori__Groupe INSEEC

The elevation of luxury: art infusion and artification as vehicles for creating shared value
Rob Barlow__Hult International Business School
Matthew Johnson__Hult International Business School

11B: Scholarly Papers:
Stakeholder value
Location: Seattle Ballroom 2, 4th Floor
Chair
Samuel Mortimer__U. of Pennsylvania

Irreplaceable: a stakeholder approach to managing what matters most
Samuel Mortimer__U. of Pennsylvania

Corporate power and stakeholder democracy: a business ethical reflection and research agenda
Christian Kroll__U. of Mannheim Business School
Laura Edinger-Schons__U. of Mannheim

11C: Scholarly Papers:
Philosophical issues 2
Location: Seattle Ballroom 3, 4th Floor
Chair
Guilherme Siqueira__U. of Pennsylvania

Kantian ethics and the problem of the good bribe
Guilherme Siqueira__U. of Pennsylvania

(The sorry state of) Utilitarianism in the field of business ethics: why it is neglected, and opportunities for research
Andrew Gustafson__Creighton U.
Sustainability, Responsibility and Human Rights: The Costco Story

Sheri Flies
Vice President for Global Sustainability and Compliance, Costco Wholesale

Preston Witt
Human Rights Director for Global Sustainability and Compliance, Costco Wholesale

Jeffery Smith, Moderator
Frank Shrontz Chair in Professional Ethics and Professor
Director, Center for Business Ethics
Seattle University

Abstract
Costco Wholesale, headquartered in Washington State, just east of Seattle, is the world's fifth largest retailer with $163 billion in sales. Roughly one-third of US shoppers are members of Costco. FastCompany famously attributed Costco's success to “its adeptness in breaking the rules of retail common sense.” It is also known as a company with an elegant, yet powerful approach to business ethics that has won it recognition for being one of the most socially responsible companies. This conversation will trace the origins, impact and challenges facing Costco Wholesale’s Sustainability Commitment, which encompasses a broad range of practices related to employment, sourcing, climate change, stewardship of land and water resources, global human rights, animal welfare and support of local communities.

Sponsored by the Seattle University Center for Business Ethics
How to teach an entire city, a university, or a company how to talk about race in only 50 years

Shawn Wong
Professor of English and the Byron and Alice Lockwood Professor in the Humanities at the University of Washington

Abstract
The title of the keynote speech is, of course, a joke, but it is a response to the world of DEI consultants, powerpoint presentations, and mandatory diversity training workshops, that never seems to make anyone comfortable when talking about race and identity. Author and University of Washington professor Shawn Wong was given an assignment by the opinion page editors of The Seattle Times to write an op-ed essay for Martin Luther King, Jr. Day and their only request was to make it “original.” How would you approach an assignment like that? What questions needed to be answered? Who would be the audience?

Co-sponsored by the Social Issues in Management (SIM) Division of the Academy of Management

Shawn Wong is the author of two prize-winning novels, Homebase and American Knees, and editor/co-editor of six Asian American and American multicultural literary anthologies including the pioneering anthology Aiiieeeee! An Anthology of Asian American Writers.
His second novel, American Knees was made into a film titled “Americanese” and won several film festival awards. Wong was featured in the Bill Moyers’ PBS documentary, “Becoming American: The Chinese Experience.”

He is currently Professor of English and the Byron and Alice Lockwood Professor in the Humanities at the University of Washington.
**EMERGING SCHOLARS PROGRAM**

**Scholars**

Saleem Azhar, Xi’an Jiaotong U.
Mollie Bryde, Liverpool John Moores U.
Barbara Bziuk, Utrecht U.
Hyeonjin Cha, U. of Oregon
Marc Dörlemann, U. of Hamburg
Dennis Dunivan, U. of Denver
Esperanza Hernandez-Cuadra, U. Pontificia Comillas
Aude Marie Marcoux, U. du Québec à Montréal
Kyle Scott, U. of California, Los Angeles (UCLA)
Prami Sengupta, U. of California, Irvine
Emma van den Terrell, U. of Mannheim & Wittenberg Center for Global Ethics
Carolina Villegas-Galaviz, UPC & U. of Notre Dame

**Mentors**

Miguel Alzola, Fordham U.
Thomas Beschorner, U. St. Gallen
Marc Cohen, Seattle U.
Kendy Hess, College of the Holy Cross
Tai Wan Kim, Carnegie Mellon U.
Daryl Koehn, DePaul U.
Kirsten Martin, U. of Notre Dame
Joë T. Martineau, HEC Montréal
Christopher Michaelson, U. of St. Thomas
Mollie Painter, Nottingham Trent U.
Robert Phillips, York U.
Jeffery Smith, Seattle U.

**Workshop Presenters**

Mollie Painter, Nottingham Trent U.

**Organizers**

Florian Krause, U. of St. Gallen
Joë T. Martineau, HEC Montréal

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Jooho Lee, Pepperdine U.
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Rebecca Rühle, Vrije Universiteit Amsterdam

The Society for Business Ethics would also like to thank the Emerging Scholars Mentors who generously donated their time and experience.

* Committee Chairs

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The Society for Business Ethics wishes to thank the Seattle University Center for Business Ethics for their sponsorship of the Opening Plenary, the Wheatley Institution of Brigham Young University for their co-sponsorship of the Teaching Workshop, the Social Issues in Management Division of the Academy of Management for their co-sponsorship of the Joint Keynote Event, Cambridge University Press for their sponsorship of the Sunday morning breakfast and presentation, and the late Denis Collins for his sponsorship of the Best Practical Solutions Award.
ANNUAL AND PRESIDENTIAL AWARD RECIPIENTS

Best Conference Paper Award of 2022
Winner
“Against Managerial Moral Vigilantism”
by Grant Rozeboom, Saint Mary’s College of California

Finalists
“Corporate Weakness”
by Kenneth Silver, Trinity College Dublin
“Employed Algorithms”
by Mihailis Diamantis, U. of Iowa

Best Dissertation of 2022
Winner
“Lean In or Don’t Lean Out? Opt-Out Framing Attenuates Gender Differences in the Decision to Compete”
by Joyce (Chong) He, PhD
Doctorate awarded by: Rotman School of Management, U. of Toronto.

Finalist #1
“Sorry Boss, I Do It My Way: Examining Pro-Organizational Misbehavior as Constructive Deviance across Contexts”
by Louisa Antonia Bloedorn, PhD
Doctorate awarded by: WHU – Otto Beisheim School of Management

Finalist #2
“Living With Paradoxical Tensions In Corporate Sustainability”
by Katrin Heucher, PhD
Doctorate awarded by: Loughborough U.

Best Practical Solutions Award 2022
Winner
“Everyday Business Ethics”
by Nien-hê Hsieh, Harvard Business School and Rosemarie Monge, U. of St. Thomas

Finalist
“Can welfare economics justify corporate philanthropy? Proposing the ‘philanthropy multiplier’ as a metric for evaluating corporate philanthropic expenditures”
by William English, Georgetown U.

BEQ Outstanding Article of 2021
Winner
Vikram R. Bhargava and Manuel Velasquez
Ethics of the Attention Economy: The Problem of Social Media Addiction
BEQ 31(3), 321-359

Finalists
Claudia Eger
BEQ 31 (2), 210-241

Michael A. Johnson, Manuela Priemuth, and Bailey Bigelow
Making Sense of ‘Good’ and ‘Bad’: A Deonance and Fairness Approach to Abusive Supervision and Prosocial Impact
BEQ 31 (3), 386-420

BEQ Outstanding Reviewer Award of 2022
Winner
Ken Butterfield, Washington State U.

Presidential Award Winners
The 2022 SBE Presidential Award Winners will be announced at the Presidential Luncheon.

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2021 Online Daryl Koehn Elizabeth Scott
2020 Online George Brenkert Denis G. Arnold

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2014 Philadelphia Kenneth Goodpaster Gary Weaver
2013 Orlando Thomas Donaldson George Brenkert
2012 Boston Patricia Werhane John Boatright
2011 San Antonio Richard DeGeorge Michael Hoffman
2010 Montréal R. Edward Freeman Al Gini
2009 Chicago Norman Bowie Patricia Werhane & Richard DeGeorge