The Colonnade Hotel
120 Huntington Avenue, Boston, Massachusetts, US, 02116
www.colonnadehotel.com
### THURSDAY AUG. 3

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<th>Time</th>
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<td>SBE Board Breakfast</td>
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### FRIDAY AUG. 4

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<td>1A: Papers Purpose and Integrity</td>
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<td>4 PM</td>
<td>2A: Papers Justice and Repair</td>
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<td>2C: Papers Sustainability and Stakeholders</td>
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<td>E.S. Poster Session</td>
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<td><strong>7 AM</strong></td>
<td><strong>Coffee Break</strong></td>
<td><strong>Junior Scholars Network Breakfast</strong></td>
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<td><strong>8 AM</strong></td>
<td><strong>7A: Panel</strong></td>
<td><strong>Responsibility and Decision-Making</strong></td>
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<td><strong>7B: Panel</strong></td>
<td><strong>Business Ethics, Classical Liberalism, and New Liberalism: Problems and Opportunities</strong></td>
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<td><strong>7C: Papers</strong></td>
<td><strong>Law, Ethics, and Business</strong></td>
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<td><strong>Ethics Beyond Business</strong></td>
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<td><strong>8A: Papers</strong></td>
<td><strong>Goods, Aid, and Blame</strong></td>
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<td><strong>8B: Workshop</strong></td>
<td><strong>Incorporating Women, Gender, Feminism, and Intersectionality into Business Ethics in the United States</strong></td>
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<td><strong>8C: Papers</strong></td>
<td><strong>Aesthetics and Care</strong></td>
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<td><strong>8D: Papers</strong></td>
<td><strong>Lying and Whistleblowing</strong></td>
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<td><strong>9 AM</strong></td>
<td><strong>Coffee Break (until 11:15am)</strong></td>
<td><strong>9A: Papers</strong></td>
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<td><strong>9B: Agora</strong></td>
<td><strong>Beyond the Status Quo</strong></td>
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<td><strong>9C: Papers</strong></td>
<td><strong>Virtues and Markets</strong></td>
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<td><strong>BEQ Editorial Board Luncheon</strong></td>
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<td><strong>Book Give-Away</strong></td>
<td><strong>10A: Panel</strong></td>
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<td><strong>Kenmore, Lobby Level</strong></td>
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<td><strong>10D: Papers</strong></td>
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<td><strong>11A: Papers</strong></td>
<td><strong>Norms and Practices</strong></td>
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<td><strong>Teaching Both/And Thinking As Part Of A Business Ethics Curriculum: What Are The Challenges And How To Meet Them</strong></td>
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<td><strong>11C: Panel</strong></td>
<td><strong>Author Meets Critics on J.P. Messina’s Private Censorship</strong></td>
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<td><strong>11C: Papers</strong></td>
<td><strong>CSR and Sustainability</strong></td>
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<td><strong>In Memoriam Session</strong></td>
<td><strong>Closing Reception</strong></td>
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Teaching Ethics Workshop

Learning from Master Teachers
Thursday, 2:00pm-6:00pm
Huntington III, Lobby Level

Facilitator:
Bradley R. Agle .................................................. Brigham Young U. (US)

Presenters:
Niki A. den Nieuwenboer .................. U. of Kansas (US)
Nien-hê Hsieh .......................... Harvard U. (US)
Bradley R. Agle .......................... Brigham Young U. (US)

Emerging Scholars Workshop
and Lunch
Friday
Workshop: 8:00am-12:30pm
Lunch: 12:00pm-1:00pm

Colonnade East & West, 5th Floor

Conference Welcome &
Opening Plenary
Saturday, 1:00pm-2:30pm
Hybrid Room, Huntington Suite I & II, Lobby Level

Coffee with an Author on Garrett W. Potts’ Work as a Calling: From Meaningful Work to Good Work
Saturday, 8:00am-8:45am
Hybrid Room, Huntington I & II, Lobby Level

A link will be added to the digital program soon.

Author
Garrett W. Potts .................. U. of South Florida (US)

Chair/Panelist
Edward A. David .................. U. of Oxford (UK)

Coffee with an Author on Kirsten Martin’s Ethics of Data and Analytics: Concepts and Cases
Saturday, 8:00am-8:45am
Huntington III, Lobby Level

Author
Kirsten Martin .................. U. of Notre Dame (US)

Chair
Vikram Bhargava .................. George Washington U. (US)

Panelists
Tae Wan Kim .................. Carnegie Mellon U. (US)
Carolina Villegas-Galaviz ........ U. of Notre Dame (US)

Diversity, Equity & Inclusion Plenary
Friday, 5:30pm-6:30pm
Hybrid Room, Huntington Suite I & II, Lobby Level

A link will be added to the digital program soon.

See page 19

See page 20
SATURDAY – SUNDAY

Presidential Luncheon and Awards
Alejo Sison, “Digital Transformation of Work: Challenges & Opportunities”
Saturday, 12:00pm-1:25pm
Hybrid Room, Huntington I & II, Lobby Level

SBE Business Meeting & Annual Awards Ceremony
Saturday, 4:00pm-5:25pm
Hybrid Room, Huntington I & II, Lobby Level

SBE/SIM Joint Keynote Address
Saturday, 5:30pm-6:30pm
Hybrid Room, Huntington I & II, Lobby Level

Reception, 6:30pm-8:00pm
Huntington Foyer, Lobby Level

See page 21

Former Emerging Scholars Luncheon
Sunday, 12:30pm-1:30pm
Colonnade East, 5th Floor
By Invitation Only

Book Give-Away
Sunday, 1:30pm-4:00pm
Kenmore, Lobby Level

In Memoriam Session
Sunday, 4:00pm-4:30pm
Huntington I, Lobby Level

Dennis Moberg
Jerry Cavanaugh
David Dick

Tributes to these individuals may be found at sbeonline.org/category/memoriam

Closing Reception
Sunday, 4:30pm-6:00pm
Huntington Foyer
SESSION 1
FRIDAY, 3:00PM - 3:55PM

1A: Papers: Corporate Purpose and Integrity
Location: Hybrid Room, Huntington I & II, Lobby Level

A link will be added to the digital program soon.

Chair
Michael Kates  St. Joseph’s U. (US)

Corporate Integrity. Seriously?: The Language Illusion
Thomas Donaldson  U. of Pennsylvania (US)

Corporate Purpose and the Business Ethics of Ambiguity
Alan Morrison  U. of Oxford (UK)

1B: Papers: Profit and the Common Good
Location: Huntington III, Lobby Level

The Internal Good of Business: How Profit-Seeking Can Help Us Improve the World Together
Jooho Lee* Pepperdine U (US)

Virtuous Shareholders
Kevin Jackson  Fordham U. (US)

1C: Papers: Education and the Common Good
Location: Braemore, Lobby Level

Redefining Academic Safe Space in Business Ethics Education
Joë Martineau* HEC Montréal (Canada)
Audrey-Anne Cyr  UNC Charlotte (US)

PRME’d for Citizen Ethics: Service Learning Lessons for Responsible Management Education
Catherine McDonald  U. of St. Gallen (Switzerland)
Ingrid Becker  U. of St. Gallen (Switzerland)

1D: Papers: Organizations and Responsibility
Location: Boston Ballroom, 2nd Floor

The Third Circle of Positive Organizational Ethics
Maria Prats* Southern Illinois U. Edwardsville (US)

The Impact of Informal Institutional Pressures on CSR Reporting and Reporting Authenticity Patterns in an Emerging Market: Evidence from China
Tian Xiao  U. of Nottingham Ningbo (China)
Hing Kai Chan  U. of Nottingham Ningbo (China)
Wenbin Ni  Zhejiang U. (China)
Kim Hua Tan  U. of Nottingham (UK)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 2
FRIDAY, 4:00PM - 4:55PM

2A: Papers: Justice and Repair
Location: Hybrid Room, Huntington I & II, Lobby Level

Chair
Michael Kates  St. Joseph’s U. (US)

Abraham Singer  Loyola U. Chicago (US)

A Process Model of Organizational Repair Efforts: The Case of U.S. Universities and Antebellum Slavery
Judith Schrempf-Stirling  U. of Geneva (Switzerland)
Jordi Vives  U. of St. Gallen (Switzerland)
Diego Coraiola  U. of Victoria (Canada)

2B: Papers: Exploitation
Location: Huntington III, Lobby Level

Who is Wronged by Wrongful Exploitation?
Brian Berkey*  U. of Pennsylvania (US)

Exploitation and Oppression
Andrew Allison  U. of Calgary (Canada)

2C: Papers: Sustainability and Stakeholders
Location: Braemore, Lobby Level

The Boundaries Of Planetary Boundaries: Looking To Neltiiitztl As An Alternative For Corporate Sustainability
Jason Good  Tecnologico de Monterrey (Mexico)
Bryan Husted*  Tecnologico de Monterrey (Mexico)

An Exploratory Analysis of Stakeholder Relationships: A Configurational Approach
Yiyu Wang  U. of Nottingham Ningbo (China)
Youngun Kim  U. of Nottingham Ningbo (China)
Saileshsingh Gunessee  U. of Nottingham Ningbo (China)
Peter Hofman  James Cook U. Australia (Singapore)

2D: Papers: Ethics and Technology
Location: Boston Ballroom, 2nd Floor

Intruding on the Commons: Technological Dominion and the Ethical Use of Fundamental Resources
Tobey Scharding*  Rutgers U. (US)

How Digital Technology Shapes Self-Consciousness in Work Relationships? Reference to Hegel
Albena Neschen  U. zu Köln (Germany)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 3
SATURDAY, 9:00AM - 10:10AM

3A: Agora

Fables, Sonnets, and Ethics
Location: Hybrid Room, Huntington I & II, Lobby Level
A link will be added to the digital program soon.

Chair
Jeff Moriarty ...... Bentley U. (US)

Aesop’s Fables and the Foibles of Followers
Joanne Ciulla ...... Rutgers U. (US)

Sonnets: Ethics Story-Poems as a Response to Economics
Wayne Eastman ...... Rutgers U. (US)

Why would anyone voluntarily study business ethics?
Wayne Norman ...... Duke U. (US)

3B: Panel

Re-Imagining Business Ethics Education, or, A Philosopher, a Theologian, a Political Scientist, a Historian, and an Accountant Walk into the Classroom...
Location: Huntington III, Lobby Level

Chair
Kendy Hess ...... College of the Holy Cross (US)

Panelists
Peter Fritz ...... College of the Holy Cross (US)
Christopher Staysniak ...... College of the Holy Cross (US)
Alex Hindman ...... College of the Holy Cross (US)
Karen Teitel ...... College of the Holy Cross (US)

3C: Papers: Moral and Legal Issues
Location: Braemore, Lobby Level

Should There Be an Ethics Judgment Rule?
Santiago Mejia* ....... Fordham U. (US)

Group Differences Regarding Moral And Legal Beliefs: Does Professional Practice Shape Our Expectations And Judgment In Contract Negotiations?
Stefanie Jung ...... Technical U. of Munich (Germany)
Lína Maria Gélvez Álvarez ...... Technical U. of Munich (Germany)
Peter Krebs ...... U. of Siegen (Germany)

Apple’s Antitrust Paradox
Manuel Woersdoerfer ...... U. of Maine (US)

3D: Emerging Scholars
Location: Boston Ballroom, 2nd Floor

Balancing Cultural Identities and Workplace Norms: A Grounded Theory Study on Immigrant Women’s Agency
Alif Laila Tisha* ...... U. of Washington (US)

Can She Fix It? The Role Of Female Executives In Diminishing The Gender Wage Gap
Sannah Asif ...... Rutgers U. (US)

The Ethics and Epistemology of Corporate Advertising
Paul Forrester ...... Yale U. (US)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 4
SATURDAY, 10:15AM - 11:25AM

4A: Papers: Performance and Progress
Location: Hybrid Room, Huntington I & II, Lobby Level

A link will be added to the digital program soon.

Chair
Madhavi Venkatesan   Northeastern U. (US)

A Market-Based View of Progress
Marian Eabrau   EM Normandie (France)

The Effects of Organizational Dependence and Channel Administration on Whistleblowing Accounting Fraud
Martin Altenburger   Webster Vienna Private U. (Austria)
Eva Zedlacher   Webster Vienna Private U. (Austria)

Employee Sensemaking Of Human Rights And Peace
Julia Croce   U. of Geneva (Switzerland)
John Katsos   American U. of Sharjah (UAE)

4B: Workshop

ChatGPT: The Dangers and Opportunities for Teaching, Research, and Professional Life
Location: Huntington III, Lobby Level

Chair
Santiago Mejia   Fordham U. (US)

Panelists
Diana Acosta Navas   Loyola U. Chicago (US)
Tae Wan Kim   Carnegie Mellon U. (US)
Gus Skorburg   U. of Guelph (Canada)

4C: Papers: Agency Theory
Location: Braemore, Lobby Level

Artificial Moral Agents
Amy Sepinwall*   U. of Pennsylvania (US)

Reading Friedman Liberally
Jonathan Drake   Creighton U. (US)
Alexei Marcoux   Creighton U. (US)

Grounding Beneficence on Agency Theory: A Kantian Response
David Ohreen   Mount Royal U. (Canada)

4D: Emerging Scholars
Location: Boston Ballroom, 2nd Floor

Leveraging Paradox to Reduce Emotional Exhaustion: When and Why Balancing Rigidity and Flexibility Affects Employee Emotional Exhaustion
Eriselda Danaj*   IESE Business School (Spain)

The Military Hierarchy Experience: Ethical Leadership Issues From the View of the Lower Ranks and Implications for Incorporating Ethical Leadership into Strategy
Caroline Walsh   U. of San Diego (US)

Doing Bad Things for Good Reasons: An Examination of Unethical Pro-Organizational Behavior Among Professional Workers
Kyle Payne   Bellevue U. (US)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 5
SATURDAY, 1:30PM - 2:40PM

5A: Panel

Political Corporate Social Responsibility in Times of War
Location: Hybrid Room, Huntington I & II, Lobby Level
A link will be added to the digital program soon.

Chairs
Anna-Lena Maier ma-co maritimes competenzcentrum (Germany)
Markus Scholz Technical U. Dresden (Germany)
Maria Riegler Technical U. Dresden (Germany)

Panelists
Zena Al-Esia U. of Bath (UK)
Bobby Banerjee U. of London (UK)
Dorothee Baumann-Pauly Geneva School of Economics and Management (Switzerland)
John E. Katsos American University of Sharjah (UAE)
Andreas Georg Scherer U. of Zurich (Switzerland)

5B: Established and Emerging Scholars

Drawing upon Aristotle to Ground and Limit Political Corporate Social Responsibility
Daryl Koehn* DePaul U. (US)

Who Is Responsible For Corporate Wrongdoing? A Complicity Model
Alessio Salviato U. Vita-Salute San Raffaele (Italy)

Bottom Up Business Ethics
Robert Mass New School for Social Research (US)

5C: Papers: Elites and Executives

Is Being Part Of The Elite Still Meaningful? An Exploratory Study Based On Interviews With Alumni From École Polytechnique And Harvard
Anne-Sophie Dubey* École Polytechnique (France)
Matthieu Battistelli U. Savoie Mont Blanc (France)
Caroline Mattelin-Pierrard U. Paris I Panthéon-Sorbonne (France)

A Rawlsian Analysis of Executive Compensation
Michael Santoro Santa Clara U. (US)
Eric Blair Santa Clara U. (US)

Impact of Network Prominence on Corporate Social Responsibility and the Role of Insider Directors
Jimi Kim U. of New South Wales (Australia)
Chuljin Park U. of New South Wales (Australia)

5D: Papers: Technological Solutions

Is Technology Best-Suited To Solve Complex Problems? An Examination Into Technosolutionism, What It Entails And What It Predicts
Mahak Nagpal* U. of St. Thomas (US)
David De Cremer National U. Singapore (Singapore)

Honesty at a Distance: No Effect of Technologically Mediated Communication on Honesty
Tim Bonowski Goethe U. Frankfurt am Main (Germany)

Turning Garment Worker Engagement Technology Inside Out: The Ethics of Supply Chain Engagement Technologies
Emma van den Terrell U. of Mannheim (Germany)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 6
SATURDAY, 2:45PM - 3:55PM

6A: Papers: Trust and Relationships
Location: Hybrid Room, Huntington I & II, Lobby Level

A link will be added to the digital program soon.

Chair
Azish Filabi .......................... The American College (US)

Cynical Employees and Mencian Managers: A Lay Theory Approach to Overcoming Barriers to Trust
Helet Botha ........................... U. of Michigan-Dearborn (US)
Saras Sarasvathy ....................... U. of Virginia (US)

Power Distance as a Relational Antecedent to Corporate Social Responsibility
Edy Moulton-Tetlock ............... Manhattan College (US)

Sorting Scams: Constructing a Typology of Market Manipulations
Barry Mitnick ......................... U. of Pittsburgh

6B: Emerging Scholars
Location: Huntington III, Lobby Level

Reframing Data Privacy In Business Using Do No Harm As A First-Order Principle And Practical Wisdom
Usochi Johannan Ilozumba* ............... HHL Leipzig Graduate School of Management (Germany)

AI-Empowered Organizations for Human Flourishing
Francesco Vincenzo Giarmoleo ......... U. of Navarra (Spain)

A Two-tier Social Contract Informed by the Capability Approach as the Framework of an Extended and Alternative Model of Corporate Governance for the Digital Economy
Pietro Ghirlanda ....................... U. of Milan (Italy)

6C: Workshop
Developing a Character-Based Approach to Moral Education
Location: Braemore, Lobby Level

Chair
Jae Webb .................................. U. of North Texas (US)

6D: Papers: Markets and Ethics
Location: Boston Ballroom, 2nd Floor

Do Win-Win Narratives Make for Risky Business?: The Avoidance of Impact Risk Information in Impact Investing
Lauren Kaufmann ...................... U. of Virginia (US)
Helet Botha* ........................... U. of Michigan-Dearborn (US)

Employee and Customer References in Retailers’ Codes of Ethics or Codes of Conduct
Julie Nelsen .............................. Washington State U. (US)
Chrissann Ruehle ....................... Florida Gulf Coast U. (US)
Mary Henderson ...................... St. Catherine U. (US)

Through Aristotelian Lenses, Potential Reforms of the Leveraged Buyout Model: Preserving Wealth Expansion and Reducing Wealth Transfers and Destruction
Richard Nielsen ....................... Boston College (US)
Elizabeth Hood ....................... Boston College (US)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 7
SUNDAY, 8:30AM - 9:40AM

7A: Papers: Corporate Responsibility
Location: Hybrid Room, Huntington I, Lobby Level

Chair
Cynthia Clark ................. Bentley U. (US)

Bound sages and free fools? On the appropriate division of auxiliary responsibility to regulate
Ewan Kingston ............... College of Charleston (US)

Climate Change and Christian Religiosity
Jinhua Cui ................. Dong-A U. (South Korea)
Hoje Jo ................. Santa Clara U. (US)

Ethical Decision Making as a Negotiation
Livia Levine ................. Jerusalem College of Technology (Israel)
Itzhak Aharon ............... Jerusalem College of Technology (Israel)

7B: Panel

Business Ethics, Classical Liberalism, and New Liberalism: Problems and Opportunities
Location: Huntington III, Lobby Level

Chair
Matthew Caulfield ............. Fordham U. (US)

Panelists
Michaela Lobo ................. U. of Pennsylvania (US)
J.P. Messina ................. Purdue U. (US)
Lori Verstegen Ryan ............. San Diego State U. (US)
Carson Young ................. SUNY Brockport (US)

7C: Papers: Law, Ethics, and Business
Location: Braemore, Lobby Level

Common Carriage as a Framework for Evaluating the Permissibility of Discrimination by Businesses
William English* ............. Georgetown U. (US)

Branding Corporate Criminals
Mihailis Diamantis ............. U. of Iowa (US)
William Thomas ............. U. of Michigan (US)

Anti-Corruption Legitimacy: To Fight Or Not To Fight Against Crime?
Bertrand Venard ............. Audencia Nantes (France)
Yehuda Baruch ............. U. of Southampton (UK)
Sonal Jain ............. U. Catholique de Lille (France)

7D: Papers: Ethics Beyond Business
Location: Boston Ballroom, 2nd Floor

Academic Corporate ‘Shills’ and Conflict of Interest
Chris MacDonald* ............. Toronto Metropolitan U. (Canada)

How to Secure Academic Freedom – Some Game Theoretical Insights into the External Funding of Universities
Johannes Penninger ............. U. of Münster (Germany)
Christian Müller ............. U. of Münster (Germany)

Hanging Together: The Persistence Of Misconduct Groups In The Chicago Police Department
Sarah Gordon ............. U. of Michigan (US)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 8
SUNDAY, 9:45AM - 10:55AM

8A: Papers: Goods, Aid, and Blame
Location: Hybrid Room, Huntington I, Lobby Level

A link will be added to the digital program soon.

Chair
James Murphy ................. Loyola U. Chicago (US)

Practice-Driven Institutionalism and MacIntyrean Practice-based Morality: Virtues and a Typology of Goods
Irene Chu .................... Newcastle U. (UK)
Geoff Moore ................. Durham U. (UK)

Lending and Precarity: An Argument for Flexibility in Sovereign Debt Markets
Aatif Abbas .................. Syracuse U. (US)

Are Our Causal Attributions For Mistreatment Simple Or Complex? A Conceptual Analysis And Preliminary Findings Of Observers’ Internal And External Attributions And Blame Patterns For Direct Workplace Aggression
Eva Zedlacher ............... Webster Vienna Private U. (Austria)

8B: Workshop

Incorporating Women, Gender, Feminism, and Intersectionality into Business Ethics in the United States
Location: Huntington III, Lobby Level

Chairs
Lauren Kaufmann ............. U. of Virginia (US)
Alif Laila Tisha .............. U. of Washington (US)

8C: Papers: Aesthetics and Care
Location: Braemore, Lobby Level

Aesthetic Reparations and Product Mix Obligation
Vikram Bhargava* .............. George Washington U. (US)
Suneal Bedi ................... Indiana U. (US)

Art And The Marketing Of Luxury Fashion: Can The Benefit To Brands Extend To The Artworld?
Matthew Johnson .............. Hult International Business School (UK)
Rob Barlow .................... Hult International Business School (US)

Doing Caring Research: Practicing An Ethic Of Care In Fieldwork
Anne Antoni .................. Grenoble École de Management (France)
Haley Beer ..................... Warwick Business School (UK)

8D: Papers: Lying and Whistleblowing
Location: Boston Ballroom, 2nd Floor

Sweet Little Lies: Can Accountants Identify Deception?
Paul Dunn* .................... Brock U. (Canada)
Jonathan Farrar .............. Wilfred Laurier U. (Canada)

The Hegemony of Definitions: Different Views on Corruption in China
Alicia Hennig .................. Technische U. Dresden (Germany)
Michael Asslaender .......... Technische U. Dresden (Germany)

Listening To Whistleblowers – Insights From Negative Capability
Wim Vanderkerckhove ........ EDHEC Business School (France)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 9
SUNDAY, 11:15AM - 12:25PM

9A: Papers: Selves and Others
Location: Hybrid Room, Huntington I, Lobby Level

Chair
Jeffery Smith, Seattle U. (US)

In Search Of The Yardstick To Evaluate Action (In Business) – A Phenomenological Suggestion Based On Wittgenstein, Heidegger And Foot
Florian Krause, U. of St. Gallen (Switzerland)

Should Business Ethics Professors Share Their Personal Opinions in Class?
Mark Schwartz, York U. (Canada)

Struggle for Recognition: Self, Others and Organization
Shazia Rehman Kahn, Bahria U. (Pakistan)

9B: Agora
Beyond the Status Quo
Location: Huntington III, Lobby Level

Erasing the Redline: Grassroots initiatives to Eliminate Racial Geographies of Blight in US Cities
Lindsay Thompson, Johns Hopkins U. (US)

Sustainable Development Goals and Business Ethics: Visions for Responsible Management and Leadership
Jacob Rendtorff, Roskilde U. (Denmark)

Beyond the Brave New Nudge: Activating Ethical Reflection Over Behavioral Reaction
Julian Friedland, Metropolitan State U. of Denver (US)
Kristian Ove Myrseth, U. of York (UK)
David Balkin, U. of Colorado Boulder (US)

9C: Papers: Virtues and Markets
Location: Braemore, Lobby Level

Moral and Immoral Markets: The Case for Commercial Surrogacy
Miguel Alzola*, Fordham U. (US)

Why the Market Failures Approach Needs Virtues
Caleb Bernacchio, California State U. Monterey Bay (US)
Robert Couch, Earlham College (US)

Understanding Market Moralism: An Experimental Inquiry into the Perception of Price Gouging
Johanna Jauernig, U. of Arizona (US)

9D: Papers: Ethics in Organizations
Location: Boston Ballroom, 2nd Floor

How Does Epistemic Injustice Manifest In Organisations?
Michaela Lobo*, U. of Pennsylvania (US)

An Integrated Model of Organizational Ethical Decision Making as a Complex Adaptive System
Joseph McManus, Monmouth U. (US)

The New Business Case
Samuel Mortimer, U. of Oxford (UK)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 10
SUNDAY, 1:30PM - 2:40PM

10A: Panel
The Lack of Normativity in Business (Ethics) and Responding to Grand Challenges
Location: Hybrid Room, Huntington I, Lobby Level

A link will be added to the digital program soon.

Chair
N. Craig Smith INSEAD (France)
Thomas Donaldson U. of Pennsylvania (US)
Sareh Pouryousefi Toronto Metropolitan U. (Canada)
Markus Scholz TU Dresden (Germany)
Peter Seele U. of Lugano (Switzerland)
Laura Spence Royal Holloway U. (UK)

Facilitators
Thomas Beschorner U. of St. Gallen (Switzerland)
Mollie Painter Nottingham Trent U. (UK)

10B: Papers: Behavior and Blame
Location: Huntington III, Lobby Level

#Hypocrites! When Firm CSR Communication Conflicts With News Reporting
Lisa Lewin SUNY Old Westbury (US)
Danielle Warren* Rutgers U. (US)

Blaming as Equals at Work
Grant Rozeboom St. Mary’s College of California (US)

What’s Special About Collective Action?
Samuel Mortimer U. of Oxford (UK)

10C: Papers: Theory of the Firm
Location: Braemore, Lobby Level

There Is No Libertarian Theory of Corporate Governance
Carson Young* SUNY-Brockport (US)

Abiding by Morality Within the Neoclassical Theory of the Firm
Santiago Mejia Fordham U. (US)

Thick Descriptions, Inferentialism, And Mutual Recognition: Reframing The Normative And Discursive Basis Of Business Ethics As Practice
Nicolas Dahan California State U. Monterey Bay (US)
Caleb Bernacchio California State U. Monterey Bay (US)

10D: Papers: Ethics and Employment
Location: Boston Ballroom, 2nd Floor

Relationships Between Ethical Leadership, Employee Loyalty, Work-Family Conflict and Ethical Behavior Performance
Sana Ahmed* U. of Memphis (US)
Aditya Simha U. of Wisconsin-Whitewater (US)

Career Website Inaccessibility For Disabled Consumers: Challenges & Opportunities
David Eisenberg New Jersey Institute of Technology (US)
Jorge Fresneda New Jersey Institute of Technology (US)
Alex Cohen West Chester U. (US)

Is a Low-Wage Job a Benefit or a Harm?
Robert Hughes Rutgers U. (US)

An asterisk (*) designates the session chair where not otherwise indicated.
SESSION 11
SUNDAY, 2:45PM - 3:55PM

11A: Papers:
Norms and Practices
Location: Hybrid Room, Huntington I, Lobby Level

When Are Norms Prescriptive? Understanding and Clarifying the Role of Norms in Behavioral Ethics Research
Tobey Scharding Rutgers U. (US)
Danielle Warren Rutgers U. (US)

Theory of the Firm and Corporate Function
Kenneth Silver Trinity College Dublin (Ireland)

Artificial Intelligence, Radical Ignorance, and Consent
Etye Steinberg U. of Haifa (Israel)

11B: Workshop
Teaching Both/And Thinking as Part of a Business Ethics Curriculum: What Are The Challenges And How To Meet Them
Location: Huntington III, Lobby Level

Chair
Helet Botha U. of Virginia (US)
Bobby Parmar U. of Virginia (US)
Wendy Smith U. of Delaware (US)

11C: Panel
Author Meets Critics on J.P. Messina’s Private Censorship
Location: Braemore, Lobby Level

Author
J.P. Messina Purdue U. (US)

Chair
Carson Young SUNY Brockport (US)

Panelists
Bruce Barry Vanderbilt U. (US)
Vikram Bhargava George Washington U. (US)
Amy Sepinwall U. of Pennsylvania (US)

11D: Papers: CSR and Sustainability
Location: Boston Ballroom, 2nd Floor

MNCs as Responsible Political Actors in Global Business: Challenges and Implications for Human Resource Management
Andreas Georg Scherer U. of Zurich (Switzerland)
Christian Voegtlin* ZHAW (Switzerland)

Examining the Social Capital of Entrepreneurs with Disabilities Using an Intersectional Lens
Siddhartha Saxena Ahmedabad University (India)
Deepa Chaudhary IIM Udaipur (India)

The Impact of Social Class on CSR Attitudes - An Empirical Analysis of German Top Managers
Anke Schulz Ludwig-Maximilians U. München (Germany)
Dominik van Aaken Charlotte Fresenius U. München (Germany)

An asterisk (*) designates the session chair where not otherwise indicated.
The Promise of Diversity and the Problem with DEI, Inc.: Why a Corporate Approach to Campus DEI Issues is So Misguided

Amna Khalid
Associate Professor of History, Carleton College (US)

Jeffrey Aaron Snyder
Associate Professor of Educational Studies, Carleton College (US)

Abstract
Attention to persistent inequities in higher education is a most welcome development and long overdue. Over the past several years, colleges and universities have poured money into campus DEI initiatives. But the conventional approach to this work—what Khalid and Snyder call DEI, Inc.—is deeply flawed. Driven by a corporate logic, DEI, Inc. sees education as a product and treats students as consumers. It relies heavily on top-down management, quantitative metrics and outside consultants. By privileging training over education, Khalid and Snyder will argue that the DEI, Inc. model is ultimately counter-productive in terms of achieving vital diversity, equity and inclusion goals.

Amna Khalid is an Associate Professor in the Department of History at Carleton College in Northfield, Minnesota. She specializes in modern South Asian history and the history of medicine.

Born in Pakistan, Amna completed her Bachelor’s Degree at Lahore University of Management Sciences. She went on to earn an M.Phil. in Development Studies and a D.Phil. in History from Oxford University.

Amna is the author of multiple book chapters on the history of public health in nineteenth-century India, with an emphasis on the connections between Hindu pilgrimages and the spread of epidemics.

Growing up under a series of military dictatorships, Amna has a strong interest in issues relating to censorship and free expression. She speaks frequently on academic freedom, free speech and campus politics at colleges and universities as well as at professional conferences. Her essays and commentaries on these same issues have appeared in outlets such as the Chronicle of Higher Education, The Conversation, Inside Higher Ed, and The New Republic. She hosts a podcast and accompanying blog called “Banished,” which explores censorship in the past and present.

Amna is a Fellow at the University of California National Center for Free Speech and Civic Engagement this 2022-2023 academic-year, along with her colleague Jeffrey Aaron Snyder. They are completing a project called “Anti-CRT Bills Come to Campus: Documenting and Analyzing Emerging Threats to Free Expression and Academic Freedom from State Legislatures.”

Jeffrey Aaron Snyder is an Associate Professor in the department of Educational Studies at Carleton College. Snyder’s work explores the connections between the history of education and broader trends in U.S. cultural and intellectual history, examining questions about race, national identity and the purpose of public education in a diverse, democratic society.

Snyder has a keen interest in issues of academic freedom and free expression, especially as they relate to liberal arts education. He is a Fellow with the University of California National Center for Free Speech and Civic Engagement this 2022-2023 academic-year, along with his colleague Amna Khalid. They are completing a project called “Anti-CRT Bills Come to Campus: Documenting and Analyzing Emerging Threats to Free Expression and Academic Freedom from State Legislatures.”

Diversity, Equity, and Inclusion: Navigating Disruptive Ethical Terrain

Abstract

Diversity, equity, and inclusion (DEI) are emerging as prominent ethical issues in business, society, and higher education. DEI assertions challenge traditional social norms that some regard as unethical constraints on human flourishing while others regard those same norms as essential foundations of business and society. DEI invites discernment of core values and first principles to anchor these conversations about the future of humanity.

What does DEI mean for SBE as an international academic business society? How do we define DEI? What are the intellectual and social foundations of DEI? What are the implications of DEI for SBE internal governance and practice of business and social ethics? How do we integrate DEI in our research, teaching, and managerial practice? How do we model collegial ethical pluralism in an ethically antagonistic polarized world? What guidance can we offer business and organization leaders struggling with DEI issues?

Facilitated by the SBE Diversity Equity and Inclusion committee members, this interactive plenary session is an opportunity for SBE conference participants to explore and discuss DEI issues, concerns, and questions with colleagues. The informal small group roundtable format is designed to foster friendly open inquiry and exchange of diverse ideas and perspectives on DEI with a view towards the future of SBE as a leading global voice for ethics in business and society.

We look forward to a hopeful and inspiring community conversation!
Wild Wild West of Business Ethics: Turning to Silicon Valley for Educational and Research Opportunities

Erika Cheung
Executive Director, Ethics in Entrepreneurship

Abstract
From unicorns to cryptocurrencies, Silicon Valley has now produced an anthology of cautionary business tales. The keynote presentation will give a whistleblower’s perspective on one of the largest Silicon Valley fraud cases, Theranos, and more broadly explore why conversations of ethics are urgently needed in innovation and startups. The discussion will explore the ways in which narrative can be leveraged to teach the next generation of business leaders. Additionally, it will explore the role ethicists can play in not only understanding what has happened in the past, but also inform the entrepreneurial community on how to act ethically and responsibly in the future.

Erika Cheung is currently the executive director of Ethics in Entrepreneurship, a non-profit whose mission is to foster ethical questioning, culture, and systems in startups and startup ecosystems. We provide programs catered to workers, investors, and founders.

Erika is an advisor to several family offices, venture capital firms, and governmental investment programs focused on healthcare, biosciences, and biotechnology companies. She invests a portion of her time building cross-border networks between the US and the Asia Pacific region to facilitate the growth of companies operating in emerging markets.

Her first job out of college was working for Theranos, where she subsequently was one of the critical whistleblowers reporting the fraud case to regulators preventing the company from providing false lab results to patients. The Theranos scandal has been extensively covered in the media. She’s working towards obtaining her ACFE-certified fraud examiner’s license to educate others on fraud prevention strategies and develop programs to protect business stakeholders from high-risk ventures. She is also an advisor to several whistleblower advocacy organizations to support individuals who may be retaliated against while reporting misconduct.

She is passionate about innovation ecosystem building, development, economic mobility, affordable healthcare, and public-interest technology projects. She is an avid mixed martial artist in her free time and hopes to support efforts that leverage martial arts to empower trauma survivors.
Scholars

Sannah Asif, Rutgers Business School (US)
Eriselda Danaj, IESE Business School (Spain)
Paul Forrester, Yale U. (US)
Pietro Ghirlanda, U. of Milan (Italy)
Francesco Giarmoleo, U. of Navarra (Spain)
Usochi Ilozumba, HHL Leipzig Graduate School of Management (Germany)
Robert Mass, New School for Social Research and Hunter College (US)
Kyle Payne, Bellevue U. and Collins Engineers (US)
Alessio Salviato, U. Vita-Salute San Raffaele (Italy)
Alif Laila Tisha, U. of Washington (US)
Caroline Walsh, U. of San Diego (US)

Mentors

Miguel Alzola, Fordham U. (US)
Joanne Ciulla, Rutgers U. (US)
Kendy Hess, College of the Holy Cross (US)
Nien-hê Hsieh, Harvard U. (US)
Tae Wan Kim, Carnegie Mellon U. (US)
Daryl Koehn, DePaul U. (US)
Kirsten Martin, U. of Notre Dame (US)
Jeffrey Moriarty, Bentley U. (US)
Niki A. den Nieuwenboer, U. of Kansas (US)
Wayne Norman, Duke U. (US)
Christian Voegtlin, ZHAW (Switzerland)

Workshop Presenter

N. Craig Smith, INSEAD (France)
“Publication Strategies and Tactics”

Organizers

Florian Krause, U. of St. Gallen (Switzerland)
Joë Martineau, HEC Montreal (Canada)

Poster Session

A Survey Of AI Ethics In Business Literature: Maps And Trends Between 2000 And 2021
Marco Tulio Daza .......... U. of Navarra (Spain)

Misinformation and Consumer Deception in an Age of Rising Technology
David Eisenberg ............. New Jersey Institute of Technology (US)

A New Narrative On Responsible Innovation Based On Corporate Social Responsibility, Participative Innovation And Systemic Sustainable Development
Svetlana Ivanova ................ Vienna U. of Economics and Business (Austria)

Beyond the Bottom Line: Corporate Diplomacy & Human Rights Responsibility within the Context of UN Sustainable Development Goal 16
Catherine McDonald ........ U. of St. Gallen (Switzerland)

When Is Institutional Diffusion Successful? The Importance Of Institutional Awareness And Social Development Status In The Diffusion Of The SDGs
Tatjana Minulla .............. Technische U. Berlin (Germany)

Rethinking Service Inclusion: Co-Evolution Of Climate Change Skeptics And The Marketplace
Oluwatobi Adeyemi Ogunmokun .... U. of Chester (UK)

Corporate Narrative Responsibility – a MacIntyrean Approach
Johannes Penninger .......... U. of Münster (Germany)

Corporate Political Responsibility And Its Effect On (De)Legitimacy
Milena Störmer ............... Friedrich-Alexander U. (Germany)

Rethinking ESG Criteria in Green Bond Investing: An Ethical and Legal Perspective
Chenghuai Xu ................ U. of Edinburgh School of Law (UK)

Bound by Origins: Second-Generation Immigrant Founder’s Cultural Heritage and Corporate Sustainability Performance
Zhaoyi Yan ..................... IE Business School (Spain)
**ANNUAL AND PRESIDENTIAL AWARD RECIPIENTS**

**Best Conference Paper Award of 2023**

**Winner**

Amy Sepinwall, *U. of Pennsylvania* (US)
“Artificial Moral Agents: Corporations and AI”

**Finalists**

Johanna Jauernig, *U. of Arizona* (US)
“Understanding Market Morality: An Experimental Inquiry into the Perception of Price Gouging”

Abraham Singer, *Loyola U. Chicago* (US)
“Racial Justice Without Character: Structures, Agents, and the Extended Mind”

**Best Dissertation of 2023**

**Winner**

“Roles and the Filtering of Reasons”
by Hamish Russell
Doctorate awarded by: *U. of Toronto* (Canada)

**Finalists**

“Upholding Impossible Occupational Mandates: Mandate Deflecting and Diffracting among Employment Counselors in Prisoner Reentry”
by Audrey Holm
Doctorate awarded by: *Boston U.* (US)

“CEOs as Agents of Organizational and Societal Change”
by Moritz Appels
Doctorate awarded by: *U. of Mannheim* (Germany)

**Best Practical Solutions Award 2023**

**Winner**

Judith Schrempp-Stirling, *U. of Geneva* (Switzerland)
Jordi Vives, *U. of St. Gallen* (Switzerland)
Diego Coraiola, *U. of Victoria* (Canada)
“A process model of organizational repair efforts: The Case of U.S. Universities and Antebellum Slavery”

**Finalists**

Jooho Lee, Pepperdine U (US)
“The Internal Good of Business: How Profit-Seeking Can Help Us Improve the World Together”

Lisa Lewin, SUNY Old Westbury (US)
Danielle Warren, Rutgers U. (US)
“#Hypocrites! When firm CSR communication conflicts with news reporting”

**BEQ Outstanding Article of 2023**

**Winner**

Alan D. Morrison, Rita Mota, William J. Wilhelm, Jr.
“Relationships, Authority, and Reasons: A Second-Personal Account of Corporate Moral Agency”
BEQ 32(2), 322-347

**Finalists**

Tae Wan Kim, Bryan R. Routledge
“Why a Right to Explanation of Algorithmic Decision-Making Should Exist: A Trust-Based Approach”
BEQ 32(1), 75-102

Juliane Reinecke, Jimmy Donaghey
“Transnational Representation in Global Labour Governance and the Politics of Input Legitimacy”
BEQ 32(3), 438-474

**BEQ Outstanding Reviewer Award of 2023**

**Winner**

Robbin Derry, *U. of Lethbridge* (Canada)

**Presidential Award Winners**

The 2023 SBE Presidential Award Winners will be announced at the Presidential Luncheon.

<table>
<thead>
<tr>
<th>YEAR</th>
<th>LOCATION 1</th>
<th>WINNER 1</th>
<th>WINNER 2</th>
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</thead>
<tbody>
<tr>
<td>2022</td>
<td>Seattle</td>
<td>Alan Strudler</td>
<td>Jeff Frooman</td>
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<td>2021</td>
<td>Online</td>
<td>Daryl Koehn</td>
<td>Elizabeth Scott</td>
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<tr>
<td>2020</td>
<td>Online</td>
<td>George Brenkert</td>
<td>Denis G. Arnold</td>
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**Lifetime Achievement Award Winners**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>LOCATION 1</th>
<th>SCHOLARSHIP AWARD 1</th>
<th>SERVICE AWARD 1</th>
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<tbody>
<tr>
<td>2019</td>
<td>Boston</td>
<td>Joanne B. Ciulla</td>
<td>Thomas Donaldson</td>
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<tr>
<td>2018</td>
<td>Chicago</td>
<td>John Boatright</td>
<td>Joanne B. Ciulla</td>
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<tr>
<td>2017</td>
<td>Atlanta</td>
<td>Daryl Koehn</td>
<td>Joseph DesJardins</td>
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<td>2016</td>
<td>Anaheim</td>
<td>Linda Treviño</td>
<td>Laura Hartman</td>
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<td>2015</td>
<td>Vancouver</td>
<td>Edwin Hartman</td>
<td>Ronald Duska</td>
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<td>2014</td>
<td>Philadelphia</td>
<td>Kenneth Goodpaster</td>
<td>Gary Weaver</td>
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<tr>
<td>2013</td>
<td>Orlando</td>
<td>Thomas Donaldson</td>
<td>George Brenkert</td>
</tr>
<tr>
<td>2012</td>
<td>Boston</td>
<td>Patricia Werhane</td>
<td>John Boatright</td>
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<td>2011</td>
<td>San Antonio</td>
<td>Richard DeGeorge</td>
<td>Michael Hoffman</td>
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<td>2010</td>
<td>Montréal</td>
<td>R. Edward Freeman</td>
<td>Al Gini</td>
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<tr>
<td>2009</td>
<td>Chicago</td>
<td>Norman Bowie</td>
<td>Patricia Werhane</td>
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<td>&amp; Richard DeGeorge</td>
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</tbody>
</table>
The Society for Business Ethics wishes to thank the Social Issues in Management Division of the Academy of Management for their co-sponsorship of the Joint Keynote Event; the late Denis Collins for his sponsorship of the Best Practical Solutions Award; the Emerging Scholars Mentors who generously donated their time and experience; the Diversity, Equity, and Inclusion Committee and Junior Scholars Network for their consultation and contributions to the program; session chairs and technology chairs; and every person who has had a role in presenting, preparing, submitting, and reviewing material for the program.