Introduction

Does ethics really matter in business research? Why ethically related issues -- such as sustainability, fraud, gender bias, integration of minorities -- are emerging more and more in the debate among top scholars in relevant fields such as strategy, organizational theory, marketing, etc.? What are we learning but also missing in such debates?

This doctoral course will try to answer these questions through the discussion of articles published in top journals including: *Academy of Management Journal, Administrative Science Quarterly, Journal of Finance, Journal of Political Economy, American Economic Review, etc.*

The course will also host top scholars -- such as Prof. Stefano Brusoni (ETH Zurich), Prof. Guido Palazzo (HEC Lausanne) -- that have published articles that address ethically-related issues in such top journals.

Additionally, class discussion will also analyze other relevant questions for doctoral students: how ethics matter in your research? How can you take into consideration ethically related issues in your doctoral project? How such concerns can be leveraged to make your research more appealing for mainstream literatures? How can ethical consideration provide an alternative, counter-intuitive perspective of the phenomena of our interest?

This last question will be a central one for the course since ethics will be used as a tool for alternative, critical thinking.

Objectives

This course intends to address two main objectives:

1) Analyzing current and emerging ethically related issues in mainstream literature of strategy, organizational behavior, etc.

2) Helping each doctoral student to identify main ethical issues related to their doctoral program and thinking about how to include such ethical considerations in their research.

3) Helping each doctoral student to take alternative and critical perspectives of the phenomena of interest for their doctoral research.
Learning Outcomes

i. Becoming familiar with the ethical roots, ethical considerations and ethical consequences emerging in relevant studies of the literature of strategy, organization studies, marketing, accounting, etc.

ii. Leveraging ethics as tool for alternative and critical thinking

iii. Becoming familiar with the ethical roots, ethical considerations and ethical consequences emerging in relevant studies of the literature concerning fraud and corruption

iv. Becoming familiar with most relevant issues analyzed by the moral psychology literature concerning organizational settings

v. Becoming familiar with the ethical roots, ethical considerations and ethical consequences emerging in relevant studies of the literature concerning gender bias and discrimination in the workplace

Competences

This course intends to nurture a critical and alternative perspective of ethically related issues analyzed in social sciences and in particular in business and economics fields.

• Ethics as important variable to understand business-related phenomena
• Ethics as important variable to understand organizational and social phenomena
• Being familiar with most relevant models adopted by scholars to discuss ethically-related issues

Evaluation

Students will be evaluated in the following manner:

50 % Individual class participation (presentation and discussion of 1 topic)
50 % Final Project: presentation in class during the last 4 sessions
Sessions 1 and 2. Corruption and misbehavior: What moral psychology tells us

Reading Assignment:
- Jeffrey Skilling, Bernie Madoff the monster & the other smartest guys of the Room, BE-180-E


Reading Assignment:
- What does it mean to be a decent boss? (A) IESE Case Study, BE 189-E
  Chapter. 1: ‘The role of ethics in business’.
  Chapter 2. Cultural Diversity, Common Values, and International Standards for Business

Session 5 and 6: Gender Bias and discriminations: insights from economics and organizational literatures

- Raunchy e-mails, too much drinking and dirty dancing, IESE Case Study, BE-175-E

Sessions 7 Organizations with purpose

- Claudine Gartenberg, Andrea Prat, George Serafeim. 2019 Corporate Purpose and Financial Performance, Organization Science, 30(1)
COURSE OUTLINE

Session 8: Ethics and Innovation. Invited speaker: Stefano Brusoni (ETH)

Session 9 and 10: Theories for business ethics and CSR. Invited speaker: Guido Palazzo (HEC Lausanne)


Andreas Georg Scherer, Guido Palazzo 2007. Toward a political conception of corporate responsibility: Business and society seen from a Habermasian perspective, AMR 32(4), 1096-1120


Sessions 11 and 12. Sustainability: the new paradigm.

- Vaccaro. A. 2019. Arianna Occhipinti. IESE Case Study

Sessions 13 and 14. Corporate Social Responsibility: what is it?

- Vaccaro. A. Potito G. Brunelli Cucinelli. IESE Case Study 196-E
COURSE OUTLINE


Sessions 15 and 16: Social Innovation and Social Entrepreneurship

- Vaccaro, A. Samasource, IESE Case Study

Sessions 17 and 18.
Laboratory for critical thinking 1!
- To be decided with the participants!!!!

Sessions 19 and 20.
Laboratory for critical thinking 2!
- To be decided with the participants!!!!
Professor's Biography

Prof. Antonino Vaccaro
Professor of Business Ethics

Professor Antonino Vaccaro is the Academic Director of the Center for Business in Society and a professor at IESE Business School where he teaches for the negotiation unit and for the department of business ethics. He also serves as the Director of IESE Social Entrepreneurship Network and as Academic Director in various IESE's custom programs for multinational companies and educational institutions.

Since December 2015 he serves as section editor of the Journal of Business Ethics which is included in the top 50 Journals used in FT Research Rank. He also serves as member in faculty promotion committees in top academic institutions in Europe and in the US.

He has published over 30 articles in leading peer reviewed scientific journals such as the Academy of Management Journal, Research Policy, Technological Forecasting and Social Change, Journal of Management Studies, Ethics and Information Technology, Journal of Business Ethics, The Information Society, etc.