

THE JOURNAL OF THE SOCIETY FOR BUSINESS ETHICS

# Business Ethics Quarterly



VOL. 34, No. 4  
OCTOBER 2024



CAMBRIDGE  
UNIVERSITY PRESS

## **Business Ethics Quarterly**

*Business Ethics Quarterly* (BEQ) is a peer-reviewed scholarly journal that publishes theoretical and empirical research relevant to the ethics of business. Since 1991 this multidisciplinary journal has published articles and reviews on a broad range of topics, including the internal ethics of business organizations, the role of business organizations in larger social, political and cultural frameworks, and the ethical quality of market-based societies and market-based relationships. It recognizes that contributions to the better understanding of business ethics can come from any quarter and therefore publishes scholarship rooted in the humanities, social sciences, and professional fields.

### **The multidisciplinary scholarly journal of the Society for Business Ethics**

The Society for Business Ethics ([sbeonline.org](http://sbeonline.org)) is an international organization providing a forum for those interested in research, teaching, or the practical application of ethical principles and concepts to the management of businesses. Membership is open to scholars and professionals specializing in business ethics as well as anyone else seeking the benefits of membership. The society welcomes members from all disciplines.

Society for Business Ethics membership includes online access to all issues of the journal, except where prohibited, and members have the option of taking print copies as well.

Individuals can become members at <https://www.cambridge.org/core/membership/sbe>.

*Business Ethics Quarterly* is published by Cambridge Journals on behalf of the Society for Business Ethics. The journal is included in the Cambridge Journals Online service and can be found at <https://www.cambridge.org/beq>.

ISSN: 1052-150X

E-ISSN: 2153-3326

Printed by Sheridan, a CJK Group Company

© The Society for Business Ethics

# Business Ethics Quarterly

## **Editors**

Frank den Hond  
Hanken School of Economics, Finland;  
Vrije Universiteit Amsterdam, The Netherlands

Tae Wan Kim  
Carnegie Mellon University, USA

Mollie Painter  
Nottingham Trent University, UK;  
University of Pretoria, South Africa

## **Associate Editors**

Daniel Arenas  
Universitat Ramon Llull, Spain

Denis G. Arnold  
University of North Carolina at  
Charlotte, USA

Ken D. Butterfield  
Washington State University, USA

Cedric Dawkins  
York University, Canada

Niki A. den Nieuwenboer  
University of Kansas, USA

Jeffrey Moriarty  
Bentley University, USA

Scott Reynolds  
University of Washington, USA

Andreas Georg Scherer  
University of Zürich, Switzerland

## **Book Review Editor**

Miguel Alzola  
Fordham University, USA

## **Art Review Editor**

Daniel Hjorth  
Lund University, Sweden;  
Copenhagen Business School, Denmark

## **Managing Editor**

Joanna Osiewicz-Lorenzutti

# Editorial Board

**Bradley R. Agle**  
Brigham Young University, USA

**Laura Albareda**  
LUT University, Finland

**Anne Antoni**  
Grenoble Ecole de Management,  
France

**Anke Arnaud**  
Embry-Riddle University, USA

**Robert Audi**  
University of Notre Dame, USA

**Michael L. Barnett**  
Rutgers University, USA

**Bruce Barry**  
Vanderbilt University, USA

**Brian Berkey**  
University of Pennsylvania, USA

**Shawn Berman**  
University of New Mexico, USA

**Caleb Bernacchio**  
California State University, USA

**Sandrine Blanc**  
INSEEC Business School, France

**Stephen Brammer**  
University of Bath, UK

**Michael Brown**  
The Pennsylvania State University,  
USA

**Itziar Castelló**  
City University of London, UK

**Wendy Chapple**  
Vienna University of Economics and  
Business, Austria

**Joanne B. Ciulla**  
Rutgers University, USA

**Richard T. De George**  
University of Kansas, USA

**Thomas Donaldson**  
University of Pennsylvania, USA

**Wim W. Dubbink**  
Universiteit van Tilburg,  
The Netherlands

**Claudia Eger**  
Copenhagen Business School,  
Denmark

**Heather Elms**  
American University, USA

**Marianna Fotaki**  
University of Warwick, UK

**James Gaa**  
University of Alberta, Canada

**Dirk Ulrich Gilbert**  
University of Hamburg, Germany

**Jennifer Goodman**  
Audencia Business School, France

**Jerry Goodstein**  
Washington State University, USA

**Jeffrey S. Harrison**  
University of Richmond, USA

**David Hess**  
University of Michigan, USA

**Robert Hughes**  
Rutgers University, USA

**Bryan Husted**  
Tecnológico de Monterrey, Mexico

**Michael Kates**  
Saint Joseph's University, USA

**Tae Wan Kim**  
Carnegie Mellon University, USA

**Jennifer Kish-Gephart**  
University of Massachusetts  
Amherst, USA

**Maribeth Kuenzi**  
Southern Methodist University, USA

**Emilio Marti**  
Erasmus University Rotterdam,  
The Netherlands

**Kelly Martin**  
Colorado State University, USA

**Jukka Mäkinen**  
Estonian Business School, Estonia

**Sébastien Mena**  
Hertie School, Germany

**Geoff Moore**  
University of Durham, UK

**Alan Morrison**  
University of Oxford, UK

**Rita Mota**  
Universitat Ramon Llull, Spain

**Peter Muchlinski**  
University of London, UK

**Cristina Neesham**  
Newcastle University, UK

**Lisa H. Newton**  
Fairfield University, USA

**Richard P. Nielsen**  
Boston College, UK

**Wayne Norman**  
Duke University, USA

**Déborah Philippe**  
University of Lausanne, Switzerland

**Sareh Pouryousefi**  
Ryerson University, Canada

**Joshua Preiss**  
Minnesota State University  
Mankato, USA

**Andreas Rasche**  
Copenhagen Business School,  
Denmark

**Lori Verstegen Ryan**  
San Diego State University, USA

**Michael Santoro**  
Santa Clara University, USA

**Tobey K. Scharding**  
Rutgers University, USA

**Marshall Schminke**  
University of Central Florida, USA

**Douglas Schuler**  
Rice University, USA

**Amy J. Sepinwall**  
University of Pennsylvania, USA

**Abraham A. Singer**  
Loyola University Chicago, USA

**Alejo Sison**  
Universidad de Navarra, Spain

**Jeffery Smith**  
Seattle University, USA

**N. Craig Smith**  
INSEAD, France

**Jeremy Snyder**  
Simon Fraser University, Canada

**Laura J. Spence**  
King's College London, UK

**Jason Stansbury**  
Calvin University, USA

**Alan Strudler**  
University of Pennsylvania, USA

**James Stacey Taylor**  
The College of New Jersey, USA

**Ann E. Tenbrunsel**  
University of Notre Dame, USA

**Linda Klebe Treviño**  
The Pennsylvania State University,  
USA

**Steen Vallengin**  
Copenhagen Business School,  
Denmark

**Manuel Velasquez**  
Santa Clara University, USA

**Danielle Warren**  
Rutgers University, USA

**Gary R. Weaver**  
University of Delaware, USA

**Ben Wempe**  
Erasmus University Rotterdam,  
The Netherlands

**Glen Whelan**  
Université du Québec à Montréal,  
Canada

**Andrew C. Wicks**  
University of Virginia, USA

---

**Former editors:** Patricia H. Werhane (1991–2000); George Brenkert (2000–2005); Gary R. Weaver (2005–2011); Dennis G. Arnold (2011–2016); Bruce Barry (2016–2021)

# Business Ethics Quarterly

BEQ

October 2024

Vol. 34, No. 4

From the Editors

FRANK DEN HOND, TAE WAN KIM, AND MOLLIE PAINTER.....537

## Articles

Self-Authorship through Mutual Benefit: Toward a Liberal Theory of the Virtues  
in Business

CALEB BERNACCHIO.....540

For the Sake of the Ingroup: The Double-Edged Effects of Collectivism on Workplace  
Unethical Behavior

CHAO C. CHEN, OLIVER J. SHELDON, MO CHEN, AND SCOTT J. REYNOLDS.....570

The Ethics of Deferred Prosecution Agreements for MNEs Culpable of Foreign  
Corruption: Relativistic Pragmatism or Devil's Pact?

GLAUCO DE VITA AND DONATO VOZZA.....605

Psychological Reactance to Leader Moral Hypocrisy

MCKENZIE R. REES, ISAAC H. SMITH, AND ANDREW T. SODERBERG.....634

Leader Authenticity and Ethics: A Heideggerian Perspective

FLORENCE VILLESÈCHE, ANDERS KLITMØLLER, AND

CATHRINE BJØRNHOLT MICHAELSEN.....662

## Book Review

*Citizen Knowledge: Markets, Experts, and the Infrastructure of Democracy*,  
by Lisa Herzog

PIERRE-YVES NÉRON.....682

## Art Review

Authenticity, Craftsmanship, and Character in the Artworks of Grayson Perry

CHRISTINE A. HEMINGWAY AND KEN STARKEY.....686