

Caleb Michael Bernacchio
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Work Experience

- Legendre-Soulé Chair in Business Ethics, Associate Professor of Management & Faculty Director of the Center for Ethics and Economic Justice, Loyola University New Orleans, 2024-present,
- Assistant Professor of Management and Ethics, California State University, Monterey Bay, 2021-2024
- Visiting Clinical Assistant Professor of Business Ethics, Fordham University (New York), 2020-2021
- Instructor, Universitat Internacional de Catalunya (Barcelona, Spain), 2017-2020, Barcelona, Spain
- Instructor, Franciscan University of Our Lady (Baton Rouge, Louisiana), 2018-2019,
- US Army, 1999-2003

Academic Background

- PhD (business ethics), IESE Business School, (2020)
- MRM (management research), IESE Business School, (2017)
- MBA, Louisiana State University (2015)
- B Phil (philosophy), Pontifical University of St Thomas (2007)
- Undergraduate coursework, Louisiana State University (2004-2006)
- Graduate theology (41 hours), Notre Dame Seminary (2009-2010)

Research Interests:

Business Ethics, Organization Theory, Moral Philosophy

Publications

Management / Organization Theory

- Bernacchio, Caleb & Foss, Nicolai. 2024. Reconsidering the Moral Dimension of Managerial Authority: A Review and Integrative Research Agenda. *Academy of Management Annals*. <https://doi.org/10.5465/annals.2022.0053>
- Bernacchio, Caleb, Foss, Nicolai & Lindenberg, Siegwart. 2024. The Virtues of Joint Production: Ethical Foundations for Collaborative Organization. *Academy of Management Review*, 49(1): 155-181.

Business Ethics

- Bernacchio, Caleb. 2023 Self-Authorship through Mutual Benefit: Toward a Liberal Theory of the Virtues in Business. *Business Ethics Quarterly*. <https://doi.org/10.1017/beq.2023.20>
- Bernacchio, Caleb. 2023. Business and the Ethics of Recognition. *Journal of Business Ethics*, 185: 1-16.
- Rocchi, Marta & Bernacchio, Caleb. 2022. The Virtues of Covid 19: How Working from Home Can Make Us the Best (or Worse) Versions of Ourselves. *Business and Society Review Ethics Journal*, 127(3): 685-700.
- Bernacchio, Caleb. 2020. Virtue Beyond Contract: A MacIntyrean Approach to Employee Rights. *Journal of Business Ethics*, 171(2): 227-240.
- Couch, Robert & Bernacchio, Caleb. 2020. The Virtues of Equality and Dissensus: MacIntyre in Dialogue with Rancière and Mouffe. *Journal of Business Ethics*, 164(4): 633-642.
- Bernacchio, Caleb. 2019. Pope Francis on Conscience, Gradualness & Discernment: Adapting *Amoris Laetitia* for Business Ethics. *Business Ethics Quarterly*, 29(4): 437-460.
- Bernacchio, Caleb. 2018. Networks of Giving and Receiving in an Organizational Context: *Dependent Rational Animals and MacIntyrean Business Ethics*. *Business Ethics Quarterly*, 28(4): 377-400.
- Bernacchio, Caleb & Couch, Robert. 2015. The Virtue of Participatory Governance: A MacIntyrean Alternative to Shareholder Maximization, *Business Ethics: A European Review*, 24 (S2): S130–S143.

Other Scholarly Publications

- Bernacchio, Caleb. 2024. Organizations in the Space of Reasons. *Philosophy of Management*, in press.
- Bernacchio, C., 2024. Freedom, Markets and Moral Motivation: Towards a More Adequate Account of the Implicit Morality of the Market. *Journal of Human Values*. <https://doi.org/10.1177/09716858231220688>
- Bernacchio, Caleb. 2023. Toward a Constructive Critique of Managerial Agency: MacIntyre's Contribution to Strategy as Practice. *Philosophy of Management*, 22: 539–561.
- Bernacchio, Caleb & Couch, Robert, 2023. Value Creation and the Internal Goods of Business. *Frontiers in Sociology*, 7: 1-10.
- Bernacchio, Caleb. 2022. Hegelian Reflections on Agency, Alienation, and Work: Toward an Expressivist Theory of the Firm. *Philosophy of Management*, 21: 523–544.
- Bernacchio, Caleb. 2022. Does MacIntyre's Moral Philosophy Require a Personalist Moral Psychology? MacIntyre and Tomasello on Moral Psychology. *Frontiers in Communication – Organizational Psychology*, 7: 1-9.
- Bernacchio, Caleb. 2022. MacIntyre on Practical Reasoning: A Response to Patrick Byrne. *International Philosophical Quarterly*, 61(4): 481-494.
- Bernacchio, Caleb. Realism, Democratic Accountability, and neo-Aristotelianism: Reading MacIntyre as a Political Realist. *Acta Philosophica*, 2021. 30(2): 323-342.

- Bernacchio, Caleb. 2020. Between Taboo and Ideology: Reading MacIntyre as a post-Marxist. *Rethinking Marxism*, 32(2): 207-227.
- Bernacchio, Caleb. 2019. Thematic Bibliography (III): Alasdair MacIntyre 2010-2019 *Acta Philosophica*, 28(2): 337-356.
- Bernacchio, Caleb, 2018. Agency, Desire, and Changing Organizational Routines. *Philosophy of Management*, 17(3): 277-301.
- Bernacchio, Caleb. 2015. Rival Versions of Corporate Governance as Rival Theories of Agency. *Philosophy of Management*, 14(1): 67-76.

Book Chapters

- Bernacchio, Caleb & Knight, Kelvin. 2020. MacIntyre and Political Philosophy, in R. Beadle & G. Moore (Eds.) *Learning from MacIntyre*, Eugene, OR: Cascade Books
- Rocchi, Marta & Bernacchio, Caleb, 2023. Digital Technologies and the Future of Work: An Agent-Centred Ethical Perspective Based on Goods, Norms, and Virtues. In *The Future of Work: Challenges and Prospects for Organisations, Jobs and Workers*: 151-163). Cham: Springer International Publishing.

Book Reviews

- Bernacchio, Caleb. 2022. Review: Martin Kornberger, Strategies for Distributed and Collective Action: Connecting the Dots, forthcoming *Philosophy of Management*.
- Bernacchio, Caleb, 2022. Review: Paulo Santori, Thomas Aquinas and the Civil Economy Tradition: The Mediterranean Spirit of Capitalism, forthcoming *Business Ethics Quarterly*.
- Bernacchio, Caleb. 2020. Review: William Davies, Nervous States: Democracy and the Decline of Reason, *Academy of Management Learning & Education*, 19(3): 431-432
- Bernacchio, Caleb. 2019. Review: James Otteson, Honorable Business: A Framework for Business in a Just and Humane Society. *Business Ethics Quarterly*, 29(3): 413-416
- Bernacchio, Caleb. 2019. Review: Lisa Herzog, Reclaiming the System: Moral Responsibility, Divided Labour, and the Role of Organizations in Society, *Journal of Business Ethics*, 161(3): 707–710
- Bernacchio, Caleb. 2018. Review: Alasdair MacIntyre, Ethics in the Conflicts of Modernity. *Acta Philosophica*, 27(1)

Papers Under Review

- Bernacchio, Caleb & Sinnicks, Matthew. Practice, Reason, and the Good: Human Nature and MacIntyrean Business Ethics. 2nd round revise and resubmit with *Business Ethics Quarterly*.
- Bernacchio, Caleb & Couch, Robert. Why the Market Failures Approach Needs Virtues. 2nd round revise and resubmit with *Journal of Business Ethics*.
- Bernacchio, Caleb & Dahan, Nicholas. Thick Descriptions, Inferentialism, and Mutual Recognition: Reframing the Normative and Discursive Basis of Business Ethics as Practice. Revise and resubmit with *Business Ethics Quarterly*.

- Bernacchio, Caleb. “MacIntyre.” *Encyclopedia of Strategy as Practice*. Revise and resubmit.
- Bernacchio, Caleb & Foss, Nicolai. Microfoundations of Managerial Authority: A Self-Determination Theory Perspective. Under review with *Academy of Management Review*.

Papers in Progress

- Makowski, Piotr, Bernacchio, Caleb, Pyrko, Igor, Hadjimichael, Demetris, & Tsoukas, Haridimos. Philosophical Organization Theory: An Integrative Review and Research Agenda. Targeted for *Academy of Management Annals*.
- Garmann Johnsen, Christian & Bernacchio, Caleb. The Constitution of Entrepreneurial Agency. Targeted for *Journal of Business Venturing*.

Manuscripts in Progress

- Bernacchio, Caleb & Couch, Robert. Strategy, *Practical Reason & Character Formation in the Modern Economy: A Market Virtues Approach*. Book-length manuscript. Under contract with Cambridge University Press..
- Bernacchio, Caleb, Fattah, Ahmed, Kretz, D. & Lazerus, Michael. *Hegel and MacIntyre: Reason in History*. Edited collection based upon conference featuring leading Hegel and MacIntyre scholars. Under contract with Routledge.

Edited Volumes

- Schwartz, Barry, Bernacchio, Caleb, González-Cantón, César & Robson, Angus (Eds.) 2023 *Traditions of Practical Wisdom in Business and Management*, New York: Springer.
- Schwartz, Barry, Bernacchio, Caleb, González-Cantón, César & Robson, Angus (Eds.) 2023 *Applications of Practical Wisdom in Business and Management*, New York: Springer.
- Akrivou, Kleio, Bernacchio, Caleb, Melé, Domènec & Scalzo, Germán Scalzo, Topic Editors, Research Topic Personalism and Moral Psychology: Re-Humanizing Economies and Organizations, *Frontiers in Psychology & Frontiers in Communication*.
- Moore, Geoffrey, Bernacchio, Caleb, Rocchi, Marta, Robson, Angus, Topic Editors, MacIntyrean virtue ethics for organizations, work and employment: what more and what else? *Frontiers in Sociology, Work, Employment and Organizations*.

Book Reviews

- Bernacchio, C., 2023. Review: Alasdair MacIntyre: An Intellectual Biography by Émile Perreau-Saussine. *The Review of Metaphysics*, 76(3): 557-559.
- Bernacchio, Caleb. 2022. Review: Martin Kornberger, Strategies for Distributed and Collective Action: Connecting the Dots, *Philosophy of Management*, 22: 1–5.

- Bernacchio, Caleb, 2022. Review: Paulo Santori, Thomas Aquinas and the Civil Economy Tradition: The Mediterranean Spirit of Capitalism, *Business Ethics Quarterly*, 32(3): 502 – 505.
- Bernacchio, Caleb. 2020. Review: William Davies, Nervous States: Democracy and the Decline of Reason, *Academy of Management Learning & Education*, 19(3): 431-432.
- Bernacchio, Caleb. 2019. Review: James Otteson, Honorable Business: A Framework for Business in a Just and Humane Society. *Business Ethics Quarterly*, 29(3): 413-416.
- Bernacchio, Caleb. 2019. Review: Lisa Herzog, Reclaiming the System: Moral Responsibility, Divided Labour, and the Role of Organizations in Society, *Journal of Business Ethics*, 161(3): 707–710.

Presentations

- Schwartz, Publishing in *Business Ethics Quarterly*. Responsible Business Seminar, Responsible Business Research Centre, Northumbria University, February 20, 2024.
- Why the Market Failures Approach Needs Virtues, with Robert Couch. Society for Business Ethics Annual Conference, Boston, Massachusetts (US) August 6, 2023.
- Thick Descriptions, Inferentialism, And Mutual Recognition: Reframing the Normative and Discursive Basis of Business Ethics as Practice, with Nicholas Dahan. Society for Business Ethics Annual Conference, Boston, Massachusetts (US) August 6, 2023.
- Artificial Intelligence as a Threat to Moral Agency. The Interplay of AI and Global Consciousness: implications for Organizations and Society, organized by Management, Spirituality, and Religion (MSR) Division of the Academy of Management (online), July 26, 2023 (invited presentation).
- Human Nature, Flourishing, and Virtue: Neo-Aristotelian MetaEthics and Business Ethics. R:ETRO Symposium, Keble College, Oxford University, July 3, 2023 (invited presentation).
- Free Market Virtue: On the Viability of ESG Investing. Standards, Promising Framework or Problematic Idea? Center for Professional Ethics and Social Responsibility, Marymount University, April 21, 2023.
- Organizations in the Space of Reasons. Deliberation without Weights: A Symposium on the Norms of Practical Deliberation, Department of Management, Politics, and Philosophy, Copenhagen Business School, September 14, 2022 (invited presentation).
- AI After Virtue, Panel Presentation. Society for Business Ethics 2022 Annual Conference, Seattle, Washington, USA August 6, 2022.
- Experimentation, Innovation, and Virtue: Dynamic Efficiency and the Market Failures Approach. Society for Business Ethics 2022 Annual Conference, Seattle, Washington, USA August 7, 2022.
- Freedom, Markets, and Moral Motivation: Toward a More Adequate Account of the Implicit Morality of the Market. R:ETRO Symposium, Worcester College, Oxford University, June 27, 2022. (invited presentation).
- Reading MacIntyre as an Inferentialist. International Society of MacIntyrean Enquiry, 2022 Conference, Istanbul, Turkey (and online), June 16, 2022.
- Virtue Ethics and Some Recent Developments in Strategy: Toward a Constructive Critique of the Firm. Symposium: Virtue Ethics and Organization

Studies, Warwick Business School, The University of Warwick, February 18, 2022 (invited presentation).

- Why the Market Failures Approach Needs Virtue. Oxford University Centre for Corporate Reputation, R:ETRO Seminar Series, February 9, 2022 (invited presentation).
- Experimentation, Innovation, and Virtue: Dynamic Efficiency and the Market Failures Approach. Zicklin Normative Business Ethics Workshop Series, The Wharton School of Business, December 10, 2021.
- Dependence, Vulnerability, and Helping: A Non-Calculative, Moral-Heuristic Approach, w/ Robert Couch. Annual Society of Business Ethics Conference, Boston, MA, August 10, 2019.
- Multi-Stakeholder Deliberation: A Virtue-Based Process Model, w/ Robert Couch. Annual Society of Business Ethics Conference, Boston, MA, August 9, 2019.
- Virtue, Reason, and the Firm. *Academy of Management Learning & Education* Paper Development Workshop, University of Liverpool, January 23, 2019.
- Business Ethics from Below. 12th Annual Conference of the International Society for MacIntyrean Enquiry at the University of Durham, UK, July 4, 2018.
- Opportunity as Intention. Writing Theory Papers for the Academy of Management Review (AMR) and Organization Studies, Paper Development Workshop, 33rd Annual Egos Colloquium, Copenhagen Business School, July 5, 2017.

Teaching

- Loyola University New Orleans, Fall 2024, BA-B704-051.2024FA, Ethics and Social Justice (MBA)
- Loyola University New Orleans, Fall 2024, BA-B415-051.2024FA, Business Ethics (Undergraduate)
- California State University, Spring 2023, 300S-80, Business Ethics in Action (Undergraduate)
- California State University, Spring 2023, 300S-81, Business Ethics in Action (Undergraduate)
- California State University, Fall 2022, 300S-80, Business Ethics in Action (Undergraduate)
- California State University, Fall 2022, 300S-81, Business Ethics in Action (Undergraduate)
- California State University, Spring 2022, 300S-83, Business Ethics in Action (Undergraduate)
- California State University, Spring 2022, 300S-84, Business Ethics in Action (Undergraduate)
- California State University, Fall 2021, 300S-81, Business Ethics in Action (Undergraduate)
- California State University, Fall 2021, 300S-82, Business Ethics in Action (Undergraduate)
- Fordham University, Spring 2021, BLGB-6321 – 45259—OP1, Markets, Business & Society (MBA)

- Fordham University, Spring 2021, BLBU-3443 – 41749—R02, Ethics in Business (Undergraduate)
- Fordham University, Spring 2021, BLBU-3443 – 41737—E01, Ethics in Business (Undergraduate)
- Fordham University, Fall 2020, BLBU-3443 – 42273—R02, Ethics in Business (Undergraduate)
- Fordham University, Fall 2020, BLBU-3443 – 42268—E01, Ethics in Business
- Universitat Internacional de Catalunya, Fall 2019, 10311, Business Ethics (Undergraduate)
- Universitat Internacional de Catalunya, Fall 2018, 10311, Business Ethics (Undergraduate)
- Universitat Internacional de Catalunya, Fall 2017, 10299, Organizational Behavior (Undergraduate)
- Universitat Internacional de Catalunya, Fall 2017, 10311, Business Ethics (Undergraduate).
- Franciscan University of Our Lady, Fall, 2020, BADM 2330, Business Law and Ethics (Undergraduate).
- Franciscan University of Our Lady, Fall, 2020, PHIL 4310, Business Law and Ethics (Undergraduate).
- Franciscan University of Our Lady, Fall, 2019, BADM 2330, Business Law and Ethics (Undergraduate).

University Service

- Ethics and Responsible Business Forum Organizing Committee, Co-chair, CSUMB, 2021-Present.
- Sustainability Curriculum Committee, Member, CSUMB, 2023.
- Business Communication Task Force, Member, CSUMB, 2021.

Professional Service

- Conference Organizer, Hegel / MacIntyre: A Philosophy Conference on Reason in History. October 7-8, 2022 (online).
- Editorial Board Member, *Business Ethics Quarterly*, 2021-Present.
- Editorial Board Member, *Philosophy of Management*, 2023-Present.
- Steering Committee Member, International Society of MacIntyrean Enquiry (ISME) 2018-Present.
- Society for Business Ethics Representative for the Pacific Division of the American Philosophical Association, August 2021-Present.

Honors/Awards

- Outstanding Reviewer Award, *Business Ethics Quarterly*, 2024
- Emerging Scholar, Society of Business Ethics, 2019.

- Founders' Award, Society of Business Ethics, 2019.