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**College of Business**  
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### Academic Background

- PhD, IESE Business School, (2020)
- MRM, IESE Business School, (2017)
- MBA, Louisiana State University (2015)
- B Phil, Pontifical University of St Thomas (2008)

Research Interests: Organization Theory, Strategic Management, Business Ethics

### Work Experience

- Assistant Professor of Management and Ethics, California State University, Monterey Bay, 2021-Present, Seaside, California
- Visiting Clinical Assistant Professor of Business Ethics, Fordham University, 2020-2021, New York, New York
- Instructor, Universitat Internacional de Catalunya, 2017-2020, Barcelona, Spain
- Instructor Franciscan University of Our Lady, 2018-2019, Baton Rouge, Louisiana

### Refereed Articles

#### ABS 4\*:

- Bernacchio, Caleb, Foss, Nicolai & Lindenberg, Siegwart. 2022. The Virtues of Joint Production: Ethical Foundations for Collaborative Organization. *Academy of Management Review*, <https://doi.org/10.5465/amr.2019.0389>

#### ABS 4:

- Bernacchio, Caleb. Self-Authorship through Mutual Benefit: Toward a Liberal Theory of the Virtues in Business. Forthcoming *Business Ethics Quarterly*
- 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

### ABS 3:

- Bernacchio, Caleb. Business and the Ethics of Recognition. *Journal of Business Ethics*, <https://doi.org/10.1007/s10551-022-05211-0>
- 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

### Papers Under Review

- Bernacchio, Caleb & Foss, Nicolai. Reconsidering the Moral Dimension of Managerial Authority: A Review and Integrative Research Agenda. Revise and resubmit for full paper (proposal previously accepted) with *Academy of Management Annals*
- Bernacchio, Caleb & Sinnicks, Matthew. Virtue and Nature: Neo-Aristotelian Metaethics and Business Ethics. Revise and resubmit with *Business Ethics Quarterly*
- Bernacchio, Caleb & Couch, Robert. Why the Market Failures Approach Needs Virtues. Revise and resubmit with *Journal of Business Ethics*

### Manuscripts in Progress

- Bernacchio, Caleb & Foss, Nicolai. Needs & Purpose: Microfoundations of Managerial Authority. Targeted for *Academy of Management Review*
- Bernacchio, Caleb & Couch, Robert. From Rights to Virtues: Taking a Practice Perspectives on Property Rights Theory in Strategy. Targeted for *Journal of Management Studies* special issue on property rights
- Rocchi, Marta & Bernacchio, Caleb. Knowledge and Consent: AI and the Threat to Business's Moral Legitimacy. In preparation. Targeted for *Business Ethics Quarterly*
- Dahan, Nicholas & Bernacchio, Caleb. Thick Descriptions, Inferentialism, and Mutual Recognition: Reframing the Normative and Discursive Basis of Business Ethics as Practice. In preparation. Targeted for *Business Ethics Quarterly*

### Other Scholarly Publications

- Bernacchio, Caleb. 2023. Toward a Constructive Critique of Managerial Agency: MacIntyre's Contribution to Strategy as Practice. *Philosophy of Management*, <https://doi.org/10.1007/s40926-023-00229-4>
- Bernacchio, Caleb. 2022. Hegelian Reflections on Agency, Alienation, and Work: Toward an Expressivist Theory of the Firm. *Philosophy of Management*, <https://doi.org/10.1007/s40926-022-00200-9>
- 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
- 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

### 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, Caleb. 2022. Review: Martin Kornberger, Strategies for Distributed and Collective Action: Connecting the Dots, *Philosophy of Management*, <https://doi.org/10.1007/s40926-022-00219-y>
- 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

- 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<sup>th</sup> (invited presentation)
- Human Nature, Flourishing, and Virtue: Neo-Aristotelian Metaethics and Business Ethics. July 3<sup>rd</sup>, 2023, R:etro Symposium, Keble College, Oxford University. (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<sup>st</sup>, 2023
- Organizations in the Space of Reasons, September 14<sup>th</sup>, 2022, Deliberation without Weights: A Symposium on the Norms of Practical Deliberation, Department of Management, Politics, and Philosophy, Copenhagen Business School (invited presentation)
- Experimentation, innovation, and virtue: dynamic efficiency and the Market Failures Approach, August 7<sup>th</sup>, 2022, Society for Business Ethics 2022 Annual Conference, Seattle, Washington, USA August 5–7, 2022
- AI After Virtue, Panel Presentation. August 5<sup>th</sup>, 2022, Society for Business Ethics 2022 Annual Conference, Seattle, Washington, USA August 6<sup>th</sup>, 2022
- Freedom, Markets, and Moral Motivation: Toward a More Adequate Account of the Implicit Morality of the Market. June 27<sup>th</sup>, 2022, R:etro Symposium, Worcester College, Oxford University. (Invited presentation)
- Reading MacIntyre as a Inferentialist. June 16<sup>th</sup>, 2022, International Society of MacIntyrean Enquiry, 2022 Conference, Istanbul, Turkey and online
- Virtue Ethics and Some Recent Developments in Strategy: Toward a Constructive Critique of the Firm. February 18<sup>th</sup>, 2022, Symposium: Virtue Ethics and Organization Studies, Warwick Business School, The University of Warwick. (Invited presentation)
- Why the Market Failures Approach Needs Virtue. February 9<sup>th</sup>, 2022. Oxford University Centre for Corporate Reputation, R:etro Seminar Series (invited presentation)
- Experimentation, Innovation, and Virtue: Dynamic Efficiency and the Market Failures Approach. December 10<sup>th</sup>, 2021, Zicklin Normative Business Ethics Workshop Series, The Wharton School of Business
- Dependence, Vulnerability, and Helping: A Non-Calculative, Moral-Heuristic Approach, w/ Robert Couch, Annual Society of Business Ethics Conference, Boston, MA, August 10<sup>th</sup> 2019
- Multi-Stakeholder Deliberation: A Virtue-Based Process Model, w/ Robert Couch, Annual Society of Business Ethics Conference, Boston, MA, August 9<sup>th</sup> 2019
- Virtue, Reason, and the Firm, *Academy of Management Learning & Education* Paper Development Workshop, University of Liverpool, January 23<sup>rd</sup>, 2019
- Business Ethics from Below. 12th Annual Conference of the International Society for MacIntyrean Enquiry at the University of Durham, UK, July 4<sup>th</sup>, 2018
- Opportunity as Intention, *Academy of Management Review / Organization Studies* Paper Development Workshop, 33<sup>rd</sup> Annual Egos Colloquium, Copenhagen Business School

## Teaching

- California State Univeristy, Spring 2023, 300S-80, Business Ethics in Action (Undergraduate)
- California State Univeristy, Spring 2023, 300S-81, Business Ethics in Action (Undergraduate)
- California State Univeristy, Fall 2022, 300S-80, Business Ethics in Action (Undergraduate)
- California State Univeristy, Fall 2022, 300S-81, Business Ethics in Action (Undergraduate)
- California State Univeristy, Spring 2022, 300S-83, Business Ethics in Action (Undergraduate)
- California State Univeristy, Spring 2022, 300S-84, Business Ethics in Action (Undergraduate)
- California State Univeristy, Fall 2021, 300S-81, Business Ethics in Action (Undergraduate)
- California State Univeristy, 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 (Undergraduate)
- 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

- Sustainability in the Curriculum Committee, CSUMB, Spring 2023
- Ethics and Responsible Business Forum Committee, Co-chair, CSUMB, 2021-2022
- C2AOL Committee, CSUMB College of Business, Fall 2021 - present
- Business Communication Task Force, Member, CSUMB College of Business, Fall 2021

### **Professional Service**

- 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**

- Emerging Scholar, Society of Business Ethics, 2019
- Founders' Award, Society of Business Ethics, 2019