

The Carol and Lawrence Zicklin Center

For Business Ethics Research

Presents –

Jennifer Kish Gephart (presenting)

David A. Harrison (presenting)

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Speaking on “Meta-Analytic Answers to Questions about Unethical Choices:
Toward an Empirical Foundation for Calculated and Impulsive Pathways”

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12:00 – 1:30 p.m.

641 Jon M. Huntsman Hall

ABSTRACT

Researchers lack a dependable, cumulative understanding of what causes unethical decisions in organizations. In this meta-analysis, we draw from multiple resources to examine the individual, situational, and environmental determinants of unethical choices. Our findings not only demonstrate support for several widely used theories, but we also extend theory by marking important distinctions between the etiology of unethical intention and unethical behavior, suggesting both calculated and impulsive pathways for unethical actions. This investigation should serve as a data-based foundation for the most valuable ideas in the behavioral ethics field, as well as a guide to effective future research and organizational practice.

BIOGRAPHICAL SKETCH

Jennifer Kish Gephart (jjg303@psu.edu) graduated with a Bachelor's of Science in Accounting at Drexel University in Philadelphia, PA. During that time, she worked as a project consultant and adult trainer for a credit union information systems company in King of Prussia, PA. After later graduating with a Masters of Business Administration in Management Information Systems and Human Resources, she spent three years as an Assistant Professor of Business at Valley Forge Christian College. In this role, she launched the school's first business major, managing the program's growth and development, and helping to acquire state accreditation for it. Jennifer is now a doctoral candidate at the Pennsylvania State University,

where she won a 2007 Best Paper award from the Social Issues in Management division of the Academy of Management. Her research interests include ethical decision making and emotions.

David A. Harrison (dharrison@psu.edu; <http://www.personal.psu.edu/dah35>) is Mary J. & Frank P. Smeal Professor of Organizational Behavior and Human Resources Management at Penn State. He earned a Ph.D. in social, organizational, and individual differences psychology from the University of Illinois at Urbana-Champaign, where he was a National Science Foundation Fellow. He has published and presented over 150 articles, book chapters, editorial reviews, monographs, and papers -- dealing with a) diversity, b) work role adjustment, c) time, and d) executive judgment and decision making in organizations. Several of these research articles have won national and international awards from professional organizations such as the Academy of Management. Dr. Harrison just finished his term as Editor-in-Chief of *Organizational Behavior and Human Decision Processes*, where he had also been Associate Editor. He is a Fellow of the Society for Industrial-Organizational Psychology, the American Psychological Association, and the Association for Psychological Science.