

# Germán Scalzo

## Curriculum Vitae

### CONTACT

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### CURRENT APPOINTMENT

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#### Research Professor

Universidad Panamericana, Mexico City, Mexico

2014- Present

### EDUCATION

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#### Ph.D. in Government and Organizational Culture

Universidad de Navarra (Pamplona, Spain)

*Institute for Business and Humanism*

*Thesis title: The Origins of Modern Economic Rationality*

*Director: Professor Miguel Alfonso Martínez Echevarría y Ortega*

*Summa cum laude with International Distinction*

2008 - 2013

#### Master's Degree in Government and Organizational Culture

Universidad de Navarra (Pamplona, Spain)

*Institute for Business and Humanism*

*Thesis Title: The Origin of the Concept of Self Interest (Honorific Mention)*

*Director: Professor Miguel Alfonso Martínez Echevarría y Ortega*

*GPA: 9.5 (of 10) - With distinction*

2007

#### Training Course for University Professors

Universidad Católica de La Plata (Rosario, Argentina)

*School of Humanities, GPA: 9 (of 10)*

2005 - 2006

#### Post-graduate degree in Information Technology Management

Fundación Libertad (Rosario, Argentina)

2005 - 2006

#### Bachelor's degree in Business Administration

Universidad Austral (Rosario, Argentina)

*School of Economics, GPA: 8 (of 10)*

1999 - 2003

#### High School Diploma in Humanities

*Nuestra Señora de Fátima (Pérez, Argentina), GPA: 9.5 (of 10)*

1994 - 1998

## RESEARCH STAYS

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**Universidad de Navarra** (Pamplona, Spain)*Institute for Culture and Society (Mind-Brain Group)* (Sep.-Dec., 2018)*Ref: José Ignacio Murillo***Pontifical University of the Holy Cross** (Rome, Italy)

Markets, Culture and Ethics Research Institute (Sep. 20-Oct. 20, 2015)

*Ref: Juan Andrés Mercado***The Catholic University of America** (Washington, DC, USA)

Business School (Nov. 16, 2014-Jan. 31, 2015)

*Ref: Andrew Abela***Vrije Universiteit** (Amsterdam, Holland)

Philosophy Department (Mar. 29-Jul. 2, 2012)

*Ref: Peter Koslowski*

## TEACHING

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**Universidad Panamericana** (Mexico City, Mexico) 2015-Present

Full Professor, Business Department:

*Business Ethics**Research Methods***Universidad Francisco Marroquín** (Guatemala, Guatemala) May. 27-31, 2019

Visiting Professor, Summer Course, Facultad de Ciencias Económicas

*Economic rationality and business***Universidad del Istmo** (Guatemala, Guatemala) Jun. 4-31, 2018

Visiting Professor, Summer Course, Facultad de Derecho

*Ethics***ESAN Graduate School of Business** (Lima, Peru) Nov. 14-18, 2016

Visiting Professor, Diploma Internacional en Gobierno Corporativo de Empresas Familiares

*Ethics, Responsibility and Corporate Family Business Ethics***Universidad Católica Santo Toribio de Mogrovejo** (Chiclayo, Peru) Nov. 4-14, 2015

Visiting Professor, Human Resources Management Program:

*Ethics, Economics and Business**Philosophy of Economics***Universidad Panamericana** (Aguascalientes, Mexico) Jun. 16-Jul. 3, 2015

Visiting Professor, Business Department:

*Professional Ethics (Summer Course)**Organizational Behavior (Summer Course)***Universidad Panamericana** (Guadalajara, Mexico) Jul. 14, 2014-Jan. 31, 2015

Full Professor, Business Department:

*Organization Theory**Strategies for Corporate Social Responsibility***Universidad Panamericana** (Aguascalientes, Mexico) Jun. 16-Jul. 11, 2014

Visiting Professor, Business Department:

*Professional Ethics (Summer Course)**Organizational Behavior (Summer Course)*

*Professional Ethics (Tax Major)*

**Strathmore University** (Nairobi, Kenya) May 12-17, 2014  
Visiting Professor, Master's Program on Applied Philosophy and Ethics:  
*Ethics of Work and the Economy*

**Universidad Católica Santo Toribio de Mogrovejo** (Chiclayo, Peru) Sep. 2013  
Visiting Professor, Human Resources Management Master's Program:  
*Ethics, Economics and Business*  
*Foundations of Human Resource Management*

**Universidad de Navarra** (Pamplona, Spain) 2008-2013  
Graduate teaching assistant, School of Economics  
*Professor Miguel Alfonso Martínez Echevarría:*  
*History of Economic Thought*  
*History of Enterprise*  
*Philosophy of Economics*  
*Professor Juan Luis Lorda:*  
*Anthropology*

**Universidad Austral** (Rosario, Argentina) 2005-2008  
Assistant Professor, Faculty of Economics  
*Professor Omar Carranza:*  
*Business Ethics*

**Universidad de Buenos Aires** (Buenos Aires, Argentina) Jul.-Aug. 2008  
Guest Professor, Faculty of Economics  
*Professor Raquel Sastre*  
*General Management*

**Instituto Superior N° 4011 "Gral Manuel Belgrano"** (Rosario, Argentina) Oct. 2006  
*Guest professor for a month-long training course Human Resources Management*

## PUBLICATIONS

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### Books and booklets

- Scalzo, G.** & Martínez Echevarría, M. A. (coord.) (2021) Economía y empresa a la luz del don (coord.), *Cuaderno Empresa y Humanismo*, n° 139 (2021) (162 pages, ISBN 978-84-8081-702-8).
- Moreno Almárcegui, A. & **Scalzo, G.** (2020) Dos mil años de Magisterio de la Iglesia sobre la familia y el matrimonio, Pamplona: EUNSA (182 pages, ISBN: 978-84-313-3351-5).
- Moreno Almárcegui, A. & **Scalzo, G.** (2019) Entre don y contrato. Una historia de la comprensión del matrimonio, Pamplona: EUNSA (226 pages, ISBN: 978-84-313-3384-3).
- Akrivou, K., Orón, J. V. & **Scalzo, G.** (2018) The Inter-processual Self: Towards a Personalis Virtue Ethics Proposal for Human Agency, Cambridge Scholars Publishing (359 pages, ISBN: 978-1-5275-0827-9).
- Scalzo, G.** (2017) Racionalidad Económica: Fundamentos, Evolución y Sentido, Madrid y Porto: Ed. Sínderesis, colección Salmanticensis, (498 pages, ISBN: 978-84-16262-40-3).
- Scalzo, G.** (2012) La racionalidad en Max Weber, *Cuadernos Empresa y Humanismo*, n°118 (99 pages, ISBN: 9788480813341) (<http://hdl.handle.net/10171/35644>)
- Scalzo, G.** (2010) El sentido de la actividad económica en Aristóteles, *Cuadernos Empresa y Humanismo*, n°113 (91 pages, ISBN: 11398698) (<http://hdl.handle.net/10171/35601>)

**Scalzo, G.** (2009) Génesis del concepto de Interés Propio, *Cuadernos Empresa y Humanismo*, n°108 (107pages, ISBN: 11398698) (<http://hdl.handle.net/10171/27477>)

## Papers

**Scalzo, G.**, Akrivou, K. & Fernández, M. After MacIntyre: Towards a Personalist Virtue Ethics Approach for Business. Under review in *Business Ethics: A European Review*.

Luis, E., Akrivou, K., Bermejo-Martins, E., **Scalzo, G.** & Orón-Semper, J.V. (2022) The Interprocessual-self Theory in Support of Human Neuroscience Studies, *Frontiers in Psychology*, 12:686928. doi: 10.3389/fpsyg.2021.686928

Shanks, J., **Scalzo, G.** & Nicolas, T. (2021) Applying the Contemplative Technopedagogy Framework: Insights for Teaching Ethics using TV Series, *Journal of Business Ethics Education*, 18.

Pinto, J., **Scalzo, G.** & Rodríguez-Lluesma, C. (2021) The Narrative Dimension of Productive Work: Craftsmanship and Collegiality in the Quest for Excellence in Modern Productivity, *Philosophy of Management*. Doi: <https://doi.org/10.1007/s40926-021-00188-8>.

Murcio, R. & **Scalzo, G.** (2021) Person-Centered Leadership: The Practical Idea as a Dynamic Principle for Ethical Leadership, *Frontiers in Psychology*, Vol. 12, pp. 3133, (ISSN: 1664-1078), DOI=10.3389/fpsyg.2021.708849

Velazquez, M., **Scalzo, G.** & Shanks, C. (2021) Colored Heirloom Corn as a Public Good: The Case of Tlaxcala, Mexico *Sustainability*, 13, 1507. (2021). Doi: <https://doi.org/10.3390/su130315>,

Pinto, J., Rodríguez-Lluesma, C. & **Scalzo, G.** The narrative dimension of work: A MacIntyrean approach. Under review in *Philosophy of Management*.

Pinto, J., Ferrero, I. & **Scalzo, G.** (2021) Pricing and the common good: Beyond Ethical Minimalism in Commercial Practices, *Philosophy of Management*. Doi: <https://doi.org/10.1007/s40926-020-00162-w>.

Moreno, A. & **Scalzo, G.** (2020) La ética católica y el espíritu del capitalismo: don y contrato en la Escuela de Salamanca, *Fe y Libertad*, forthcoming.

Pinto, J., **Scalzo, G.** & Ferrero, I. (2020) "Autonomy and Subordination: Virtuous Work in Light of Aristotelian Practical Knowledge in Organizational Theory." *Business & Professional Ethics Journal*, 40(1), pp. 47–80. (ISSN: Print 0277-2027, and Online 2153-7828). Doi: 10.5840/bpej20201227104.

Martínez Echevarría, M.A. & **Scalzo, G.** (2020) Trabajo, don, cultura y economía: Hacia un nuevo enfoque del problema económico, *Cuadernos Salmantinos de Filosofía*, Vol. 47, pp. 379-399 (2020), (ISSN: 0210-4857).

**Scalzo, G.** & Moreno, A. (2020) La Escuela de Salamanca según José Barrientos: Origen, difusión e impacto intelectual en la Europa de la Edad Moderna Siglos XVI al XVIII, *Cauriensia*, Vol. XV, pp. 279-299, (2020), (ISSN: 1886-4945).

Chavarría-Olarte, M. & **Scalzo, G.** (2020) Autoconocimiento y desarrollo de virtudes humanas como base para el ejercicio profesional ético. Análisis de una experiencia evaluativa en el contexto universitario, *Revista Panamericana de Pedagogía Saberes y Quehaceres del Pedagogo*, 30(2), pp. 108-123.

Akrivou, K. & **Scalzo, G.** (2020) In Search of a Fitting Moral Psychology for Practical Wisdom: Exploring a Missing Link in Virtuous Management, *Journal of Business Ethics: A European Review*, 27 (2), (2020), DOI: 10.1111/beer.12295.

Akrivou, K., Orón, J.V., & **Scalzo, G.** (2020) How differing conceptions of integrity and self-integration influence relationships: Implications for management, personal and professional development, *Archives of Psychology*, Vol. 4, issue 1, pp. 1-26 (2020) (ISSN 2573-7899 Print and 2573-7902 Online).

Murcio, R., **Scalzo, G.**, & Llaguno, J. (2020) Inteligencia Práctica versus Inteligencia Artificial: El Futuro de la Acción Directiva en las Empresas, *Empresa y Humanismo*, Vol. XXII, 1, pp. 65-86 (ISSN: 1139-7608, DOI: 10.15581/015.XXIII.1.65-86).

- Orón, J.V., Akrivou, K. & **Scalzo, G.** (2019) Educational Implications that Arise from Differing Models of Human Development and their Repercussions for Social Innovation, *Frontiers in Education*, 4:139, DOI: 10.3389/educ.2019.00139. Autor corresponsal.
- Scalzo, G.**, Galbán, S., & Ortega, C. (2018) Concepciones de ética profesional: la experiencia de los estudiantes de la Escuela de Ciencias Económicas y Empresariales, *Revista de Humanidades*, 36, pp. 233-252, ISSN: 1130-5029, e- ISSN: 2340-8995.
- Scalzo, G.** & Fariñas, G. (2018) Aristotelian Phronesis as a Key Factor for Leadership in the Knowledge-Creating Company according to Ikujiro Nonaka, *Cuadernos de Administración*, 31 (57), pp. 19-44, ISSN 0120-3592, E-ISSN 1900-7205.
- Scalzo, G.**, Moreno A., & Padilla, M.A. (2018) Rebuilding the Temple of Graces: Why "the Gift" Should be Placed Back on the Social Realm, *Oeconomia*, n. 8, 2 (sept), pp.139-155, ISSN 2269-8450, DOI: 10.4000/oeconomia.2858.
- Moreno, A. & **Scalzo, G.** (2018) El don, fundamento de la vida económica y social, *Cultura Económica*, Vol. XXXV, n° 94, pp. 21-46, ISSN: 0326-3398.
- Scalzo, G.** & García, S. (2018) El Management como práctica: Una aproximación a la naturaleza del trabajo directivo, *Empresa y Humanismo*, Vol. XII, n° 1, pp. 95-119, ISSN 1139-7608.
- Aspe, V. & **Scalzo, G.** (2016) Sobre contratos y usura en Manuel Rodríguez, el Lusitano, *Cauriensia*, vol. XI, pp. 83-111, ISSN: 1886-4945.
- Martínez Echevarría, M.A. & **Scalzo, G.** (2016) Del dominio a la propiedad individual, *Cauriensia*, vol. XI, pp. 247-262, ISSN: 1886-4945.
- Martínez Echevarría, M.A. & **Scalzo, G.** (2016) La influencia de Suárez en la configuración de un nuevo orden económico. Elementos para un debate sobre la génesis de la teoría económica moderna, *Revista Empresa y Humanismo*, Vol. XIX, n° 1, pp. 113-134, ISSN: 1139-7608.
- Martínez Echevarría, M.A. & **Scalzo, G.** (2015) Fundamentos antropológicos de la innovación económica, *Revista Empresa y Humanismo*, Vol. XVIII, n° 1, pp. 7-32, ISSN: 1139-7608.
- Scalzo, G.** (2014) Génesis del pensamiento económico: dos visiones en pugna, *Cauriensia*, n° 40-41, p. 134-145
- Scalzo, G.** (2013) Epistemological Foundations for the Relationship Between Ethics and Finance, *Finance and the Common Good*, n° 40-41, p. 134-145 (Spanish version: Fundamentos epistemológicos de la relación entre ética y finanzas, *Finance and the Common Good*, n° 40-41, p. 148-161)
- Scalzo, G.** (2010) Inquires into the Genealogy of Self-interest in Adam Smith, *Revista Empresa y Humanismo*, coordinated by Dr. Raquel Lazaro, Vol. XIII, p 249-268.

### Book chapters

- Pinto, J. & **Scalzo, G.** (2022) Are shareholders so special? Theoretical approaches to fiduciary duties, in M. Bonnafous-Boucher and J. D. Rendtorff (eds) Edward Elgar, *New Encyclopedia of Stakeholder*, forthcoming.
- Scalzo, G.** & Pinto, J. (2022) Stakeholder Theory in light of Virtue Ethics, in M. Bonnafous-Boucher and J. D. Rendtorff (eds), *New Encyclopedia of Stakeholder*, Edward Elgar, forthcoming.
- Ciardi, L. & **Scalzo, G.** (2022) Power, Authority and Leadership: A Proposal for Organizational Theory in the Post-bureaucratic Era, in G. Faldetta, E. Mollona, & M. Pellegrini (eds.) *Philosophy for Business Ethics*, Palgrave, forthcoming.
- Pinto, J., **Scalzo, G.** & Ferrero, I. (2022) Three Rival Versions of Work and Technology: Smith, Marx, and MacIntyre in Discussion, in G. Faldetta, E. Mollona, & M. Pellegrini (eds.) *Philosophy for Business Ethics*, Palgrave, forthcoming.
- Scalzo, G.** & Murcio, R. (2021) Sabiduría práctica y acción directiva en Carlos Llano. En Picos. A. & Doval, V. I. (eds). *Homenaje a Carlos Llano*, EUNSA, *forthcoming*
- Scalzo, G.**, Terán-Bustamante, A. & Martínez-Velasco, A. (2021) Balancing Work, Family and Personal Life in the Mexican Context: The future of work for the "COVID-19 Generation, in Rivas-Aceves, S. & Davila, G. (eds.) *The future of companies, their development and impact in the face of a new reality*, Springer, *forthcoming*

- Akrivou, K., Fernandez, M., **Scalzo, G.** & Murcio, R. (2021) Educating for Interpersonal Growth: Towards a Renewed Ethical Management Education, in M. Fellenz, S: Hoidn & M. Braddy (Eds.) *The Future of Management Education*, Routledge, *forthcoming*.
- Murcio, R., **Scalzo, G.** & Pinto, J. (2021) Can AI Emulate Soft-Skills? The Future of Human Work in the Balance, in M. T. Lepeley (ed.) *Human Centered Organizational Culture*, Routledge's Human Centered Management Book Series, Routledge, *forthcoming*.
- Pinto, J. , Ferrero, I. & **Scalzo, G.** (2021) Virtuous work and Organizational Culture: How Aristotelian Practical Wisdom Can Humanize Business, in M. T. Lepeley (ed.) *Human Centered Organizational Culture*, Routledge's Human Centered Management Book Series, Routledge.
- Koehn, D., Cruz Ortíz de Landázuri, M. & **Scalzo, G.** (2020) Practical Wisdom in Ancient Greek Thought, in Barry Schwartz, Caleb Bernacchio, César González-Cantón and Angus Robson (Eds.) *Handbook of Practical Wisdom in Business and Management, International Handbooks in Business Ethics*, Springer Nature, (2020), ISBN: 978-3-030-00140-7. DOI: [https://doi.org/10.1007/978-3-030-00140-7\\_3-1](https://doi.org/10.1007/978-3-030-00140-7_3-1).
- Akrivou, K., **Scalzo, G.** & Orón, J.V. (2020) The Moral Psychology of Practical Wisdom for Business and Management, in Barry Schwartz, Caleb Bernacchio, César González-Cantón and Angus Robson (Eds.) *Handbook of Practical Wisdom in Business and Management, International Handbooks in Business Ethic*, Springer Nature, ISBN: 978-3-030-00140-7.
- Scalzo, G.** & Ramírez, H. (2020) Virtue Ethics: A Contribution to Family Firms, in Santiago García and Connie Atristain (Eds.) *Strategy, Power and CSR: Practices and Challenges in Organization Management*, Emerald Publishing, pp. 279-294 (2020), ISBN: 978-1-83867-974-3 (Print), 978-1-83867-973-6 (Online), doi: 10.1108/978-1-83867-973-620201015.
- Scalzo, G.** & Akrivou, K. (2020) Virtues, the Common Good and Business Legitimacy, in Jacob Dahl Rendtorff (ed.) *Handbook of Business Legitimacy: Responsibility, Ethics and Society*, Springer Nature, ISBN: 978-3-319-68845-9.
- Orón, J.V., Akrivou, K., & **Scalzo, G.** (2019) Autonomous Self and Inter-Processual Self: Two ways of explaining how people “see” and live relationships and the resulting dialogue between science and faith, en Billingsley, B.; Chappell, K., & M. Reiss (Eds.) *Science and Religion in Education*, Springer Verlag, Munich, 978-3-030-17233-6.
- Scalzo, G.** (2019) Gift, Economics, and Society: Elements for an open debate, in Martin Schlag and Domènec Melé (eds.) *A Catholic Spirituality for Business: The Logic of Gift*, Catholic University of America Press, ISBN: 9780813231693.
- Scalzo, G.** (2018) Virtue Ethics and the Common Good in Production and Manufacturing, in Alejo Sison, Ignacio Ferrero y Gregorio Guitián, *Virtuous Business for the Common Good*, Routledge, pp. 82-98, ISBN: 9781138242562.
- Scalzo, G.** & García, S. (2018) Cibernetica y racionalidad: Hacia una visión personalista de la empresa, in Roberto Casales, Rubén Sánchez Muñoz y Josué Real Zarza (coords.) *Sobre la Vitalidad del Personalismo. Nuevos retos y perspectivas*, UPAEP, Puebla, pp. 413-421, ISBN: 978-607-8093-93-9.
- Martínez Echevarría, M.A. & **Scalzo, G.** (2018) El sentido del trabajo en Max Weber, in Maria Aparecida Ferrari (ed.), in *Prospettive sul lavoro*, EDUSC, Pontificia Università della Santa Croce, Roma, pp. 165- 184, ISBN: 978-88-8333-766-6.
- Scalzo, G.** (2017) Vocabur Franciscus: La llamada universal a una conversión ecológica, in Junco, Ethel; Calabrese, Claudio and García Costa, Francisco (coords.) *Los humanismos y la cultura para la paz*, Ed. Texere, Zacatecas, p. 257-273.
- Scalzo, G.** (2016) A genealogy of the Gift, in Jacob Dahl Rendtorff (ed.) *Ethical Economy*, Vol. 51: Perspectives on Philosophy of Management and Business Ethics, Springer Nature, pp. 31- 45, ISBN: 978-3-319-46972-0.
- Moreno, A. & **Scalzo, G.** (2016) Lógica del don, capital social y capitalismo. El caso de España. Siglos XIV-XIX, in Francisco Caspistegui (ed.) *Homenaje al profesor Jesús Longares*, EUNSA, Universidad de Navarra, pp. 83-117, ISBN 978-8431331566.

**Scalzo, G.** & Alford, H. (2016) “Prudence as Part of a Worldview: Historical and conceptual dimensions,” en Kleio Akrivou and Alejo Sison (eds.), *The Challenges of Capitalism for Virtue Ethics and the Common Good. Interdisciplinary perspectives*, Edward Elgar, Aldershot.

## Reviews

**Scalzo, G.** (2016) Fundamentos antropológicos de la dirección de empresas; Melé, Domènec and González Cantón, César (2015) EUNSA Astrolabio, Pamplona. In *Scripta Theologica*, Vol. 48, 2016, pp. 259-260.

**Scalzo, G.** (2016) Cómo poner a dieta al caníbal. Ética para salir de la crisis económica; Schlag, Martin (2015) Rialp, Madrid. In *Revista Empresa y Humanismo*, Vol. XIX, n° 1, p. 213-215.

**Scalzo, G.** (2016) Fundamentos antropológicos de la dirección de empresas; Melé, Domènec and González Cantón, César (2015) EUNSA Astrolabio, Pamplona. In *Scripta Theologica*, Vol. 48, 2016, pp. 259-260.

**Scalzo, G.** (2016) Cómo poner a dieta al caníbal. Ética para salir de la crisis económica; Schlag, Martin (2015) Rialp, Madrid. In *Revista Empresa y Humanismo*, Vol. XIX, n° 1, p. 213-215.

**Scalzo, G.** (2016) Happiness and Virtue. The Ultimate Value Proposition; Sison, Alejo (2015) Cambridge University Press, Cambridge. In *Revista Empresa y Humanismo*, Vol. XIX, n° 1, p. 217-221.

**Scalzo, G.** (2015) Happiness and Virtue. The Ultimate Value Proposition; Sison, Alejo (2015) Cambridge University Press, Cambridge. In *Anuario Filosófico*, Vol. 48, n° 3, p. 611-614.

**Scalzo, G.** (2014) A Catechism for Business: Tough Ethical Questions and Insights from Catholic Teaching; Abela, Andrew y Capizzi, Joseph (2014), The Catholic University of America Press, Washington. In *Revista Empresa y Humanismo*, Vol. XVIII, n° 1, p. 163-165.

**Scalzo, G.** (2014) Por una economía del bien común; Zamagni, Stefano (2013) Ciudad Nueva, Madrid. In *Acepción* n° 35/14, p. 2-3.

**Scalzo, G.** (2014) Reflexiones para gobernar o dirigir correctamente la sociedad actual; Cubas Benavides, Manuel Fernando (2013), Ed. Universidad Católica Santo Toribio de Mogrovejo, Chiclayo. In *Nuevas Tendencias* n° 92, p. 77-80.

**Scalzo, G.** (2013) La dirección de las organizaciones. Remando en un mar de dulce de leche; Sastre, Raquel (2011), Dunkin, Buenos Aires, 2013. In *Nuevas Tendencias*, n° 91, p. 95-98.

**Scalzo, G.** (2013) Filosofía de la Economía; Crespo, Ricardo (2012), EUNSA, Pamplona. In *Revista Empresa y Humanismo*, Vol. XVI, n° 2, p. 101-104

**Scalzo, G.** (2013) Filosofía y Economía; Polo, Leonardo (2012), EUNSA, Pamplona. In *Revista Empresa y Humanismo* Vol. XVI, 2, p. 105-108 and *Journal of Polian Studies*, n° 1, p. 234-238.

**Scalzo, G.** (2012) The Salamanca School, Major Conservative and Libertarian Thinkers; Acevedo Alves, André y Moreira, José Manuel (2010), Continuum, New York and London. In *Anuario Filosófico Universidad de Navarra*, Vol. 45, n° 2, p. 425-428.

**Scalzo, G.** (2012) El nacimiento del capitalismo en Europa; González Enciso, Agustín (2012), Eunate, Madrid. In *Revista Empresa y Humanismo*, Vol. XV, n° 2, p. 171-174.

**Scalzo, G.** (2011) The Theological Origins of Modernity; Gillespie, Michael Allen (2009), The University of Chicago Press, Chicago y Londres. In *Revista Empresa y Humanismo*, Vol. XIV, n° 2, p. 109-112.

**Scalzo, G.** (2011) La corporación; Barry, Max (2010), Grupo Planeta, Barcelona. In *Nuevas Tendencias*, n° 84, p. 107-115.

**Scalzo, G.** (2011) Antropología e investigación; Polaino, Aquilino (2010), Unión Editorial, Madrid. In *Revista Empresa y Humanismo*, Vol. XIV, n° 1, p. 125-127.

**Scalzo, G.** (2011) ¿Qué es el dinero?; Ramos Arévalo, Javier María (2010), EUNSA Astrolabio, Pamplona. In *Nuevas Tendencias*, n° 81, p. 129-133.

**Scalzo, G.** (2009) Ética Empresarial en el Núcleo de la Estrategia Corporativa; Debeljuh, Patricia (2009), Cengage Learning, Buenos Aires. In *Nuevas Tendencias*, n° 75, p. 95-102.

**Scalzo, G.** (2009) El precio de la gratuidad; Bruni, Luigino (2008), Editorial Ciudad Nueva, Madrid. In *Revista Empresa y Humanismo*, Vol. XII, n° 2, p. 229-235.

**Scalzo, G.** (2008) Integridad. Un liderazgo diferente; Paladino, Marcelo; Delbosco, Paola; Debeljuh, Patricia (2007), Emecé IAE, Buenos Aires. In *Nuevas Tendencias*, n° 70, p. 174-180.

### Others

**Scalzo, G.** (2016) La irrelevancia de la ética, *Revista Istmo*, n° 342, IPADE.

**Scalzo, G.** (2015) Técnica y bioética. Reflexiones en torno a *Caritas in Veritate, Bioética: Un desafío del tercer milenio*, Fundación Fraternitas - Universidad Católica de la Plata, n° 12, pp. 85-99

**Scalzo, G.** (2015) Adaptación al cambio y competitividad, *Visión UP*, n° 6.

**Scalzo, G.** (2015) Hacer negocios, haciendo empresa, *Visión UP*, n° 5.

**Scalzo, G.** (2015) Discurso de Germán Scalzo en Homenaje a Miguel Alfonso Martínez Echevarría: Pamplona, April 24, 2015.

**Scalzo, G.** (2013) Discurso de Germán Scalzo en la entrega del Premio Robin Cosgrove de “Ética en las Finanzas”: Ginebra, 14 de noviembre de 2013, *Nuevas Tendencias*, n° 91, p. 33-36.

**Scalzo, G.** (2013) Homenaje a Leonardo Polo, *Nuevas Tendencias*, n° 89, p. 100-104.

**Scalzo, G.** (2012) Homenaje a Elinor Ostrom, *Nuevas Tendencias*, n° 87, p. 46-49.

**Scalzo, G.** (2011) Aristóteles y el pensamiento económico, *Nuevas Tendencias*, n° 83, p. 138-144.

**Scalzo, G.** (2011) Formación humanista en la empresa, *Nuevas Tendencias*, n° 82, p. 46-54.

**Scalzo, G.** (2011) Estudios en torno a la Caritas in Veritate, *Nuevas Tendencias*, n° 81, p. 97-104.

**Scalzo, G.** (2010) Negocios inclusivos, Una esperanza para el desarrollo humano, *Nuevas Tendencias*, n° 77, p. 53-65.

**Scalzo, G.** (2009) Antropologías subyacentes a algunas concepciones de finanzas y prosperidad, *Nuevas Tendencias*, n° 73, p. 55-66.

**Scalzo, G.** (2009) El dinero entre la confianza y la violencia: Aristóteles vs. Kiyosaki, *Nuevas Tendencias*, n° 76, p. 39-76.

**Scalzo, G.** (2009) Responsabilidad Social Empresarial: un enfoque convergente, *Nuevas Tendencias*, n° 74, p. 105-116.

**Scalzo, G.** (2008) La Responsabilidad Social Empresarial. Expresión de una Nueva Sensibilidad Vital, *Bioética. Un desafío del tercer milenio*, Fundación Fraternitas, n° 9, p.

**Scalzo, G.** (2007) Aproximación a la RSE, *Nuevas Tendencias*, n° 69, p. 86-95.

**Scalzo, G.** (2007) Propiedad intelectual ¿right... or left?, *Nuevas Tendencias*, n° 67, p. 69-79.

**Scalzo, G.** (2007) Unidad, el triunfo del espíritu, *Nuevas Tendencias*, n° 66, p. 46-50.

## RESEARCH GROUPS and PROJECTS

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### Gift, Work, and Family (2018-present)

Director: Germán Scalzo

Fondo de Fomento a la Investigación UP

### Virtue Ethics Research Group (2016- present)

Director: Alejo Sison

<https://www.unav.edu/en/web/virtue-ethics-in-business/who-we-are/members>

### Bases antropológicas de ‘dominio, ‘uso’ y ‘propiedad’. Proyecciones de la Escuela Salmantina de los siglos XVI- XVII (2014-2016)

Director: Idoia Zorroza Huarte

<http://www.unav.es/pensamientoclasico/lineasdeinvestigacion.html#justicia>



**Intencionalidad, racionalidad y acción en la teoría económica (2012-2014)**

*Director: Félix Fernando Muñoz*

*Instituto de Investigaciones Económicas y Sociales Francisco de Vitoria*

**Research Group on Political Economy and Philosophy, UNAV (2008-2013)**

*Director: Miguel Alfonso Martínez Echevarría*

*http: www.unav.edu/centro/gifye*

**CONFERENCES and SEMINARS**

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**Congreso Mundial virtual "Ideas centrales de la filosofía de Leonardo Polo"**

Instituto de estudios filosóficos Leonardo Polo (November, 2-5, 2021)

**The 28th International Vincentian Business Ethics Conference: "Economic Justice and the Common Good"**

Institute for Business & Professional Ethics at DePaul University, Chicago, USA (October, 21-23, 2021).

Presentation: How much (more) is fair to pay? Virtue Ethics on Minimum Wages.

**The 21st IESE International Symposium on Ethics, Business and Society: "The Future of Work. Promoting Dignity and Human Flourishing"**

IESE Business School, Barcelona, Spain (July, 12-13, 2021).

Presentation: "After MacIntyre. Towards a Personalist Virtue Ethics Approach to Business and Leadership"

**Global Business Ethics Teaching Workshop**

The Hoffman Center for Business Ethics, Bentley University (May 19-21, 2020)

**AOM Specialized Conference: Advancing Management Research in Latin America**

IPADE, Mexico City (April 15-17, 2020)

Presentation: "Managerial Action and Practical Wisdom in Carlos Llano" (with Ricardo Murcio and Santiago García)

Panel: Work-family balance: Realities and Perspectives for Latin America (with Patricia Debeljuh, Kleio Akrivou, Sandra Idrovo, Alejandra Moreno)

**The 26th International Vincentian Business Ethics Conference (IVBEC) – "Ethics and Capitalism"**

Dublin City University, Ireland (October 24-26, 2019)

Presentation: "Revisiting the Self-interest Paradigm as the cornerstone for capitalism in the light of a personalist virtue ethics proposal" (with Kleio Akrivou)

**Annual Conference of the Society for Business Ethics**

Boston, USA (August 9-11, 2019)

Presentation: "An ethnographic study of culture in a post-acquisition institutional context in the U.K.: MacIntyrean practice struggling for survival" (with Olujemisi Bolade-Ogunfodun and Kleio Akrivou)

**2019 Research Management Learning and Education (RMLE) UNconference**

University of Dubrovnik, Dubrovnik, Croatia (July 1-2, 2019)

Presentation: "Management education implications that arise from differing models of human development and self-theories as basis for management practice and their understanding of cognition. Revisiting Ghosal (with Kleio Akrivou)

**EURAM 2019, European Academy of Management, Exploring the Future of Management: Facts, Fashion and Fado**

Lisbon, Portugal (June 26-28, 2019)

Presentation: "Inter-processual integrity: A theoretical proposition of human agency that enables practical wisdom in the governance and management of business organizations" (with Kleio Akrivou)

**II Jornada de Actualización, Institute for Business and Humanism**

Pamplona, Spain (October 24-26, 2018)

Presentation: "Innovación, cultura y economía: Notas sobre el desarrollo humano" (with Miguel Alfonso Martínez-Echevarría)

**XXIV Bibliographic Seminar, AEDOS**

Madrid, Spain (October 23, 2018)

Presentation: "Racionalidad Económica: Fundamentos, Evolución y Sentido"

**International Network in Ethics and Education, University of Peloponnesse**

Corinth, Greece (October 17-18, 2018)

Presentation: "The Inter-Processual Self": A new interdisciplinary theory of Human Agency and Human Development: Ethical dimensions and virtues of educational leadership"

**Annual Conference of the Society for Business Ethics**

Chicago, USA (August 10-12, 2018)

Presentation: "Carlos Llano on Practical Wisdom," in Practical Wisdom in Business and Management

**X International Conference on Catholic Social Thought & Business Education & VI Colloquium on Christian Humanism in Business & Society**

Minneapolis, USA (June 21-23, 2018)

Presentation: "A Virtue Ethics Approach to Production" (with Miguel Alfonso Martínez-Echevarría)

**Family Enterprise Research Conference (FERC)**

Guadalajara, Mexico (June 8-10, 2018)

Presentation: "Exploring Virtue Ethics' Contribution to Family Firms" (with Héctor Ramirez)

**Workshop on "Teaching Professional Ethics through Experiential Learning", Georgetown**

University's McDonough School of Business, Washington, USA (June 1-3, 2018)

**XXVI Congreso Internacional de EBEN (European Business Ethics Network)**

Malaga, Spain (May 31, 2018)

Presentation: "Anthropology of Economics: Towards a Virtue Ethics Approach to Production" (with Miguel Alfonso Martínez-Echevarría)

**IV Congreso Iberoamericano de Personalismo: "Personalismo, justicia y ciudadanía"**

Puebla, Mexico (August 28-30, 2017)

Presentation: "Cibernética y racionalidad: Hacia una visión personalista de la empresa" (with Santiago García)

**Academy of Management Annual Conference: "At the Interface"**

Atlanta, USA (August 4-8, 2017)

Presentation: "Virtue Ethics in Business: Bridging the Interfaces Between Research, Teaching and Practice" (Professional Development Workshop with A. Sison, D. Moosmayer, D. Koehn, M. Hühn, I. Ferrero, J. Pinto, C. Rodriguez-Lluesma, R. Roque, M. Alzola and A. Hennig)

**Interdisciplinary Research Week "Del Cerebro al Yo"**

Universidad Austral. Buenos Aires, Argentina (July 1-4, 2017)

**Interdisciplinary Conference "Building Bridges in a Complex World"**

Chania, Crete, Greece (July 6-8, 2017)

Presentation: Inter-processual integrity: A theoretical proposition of human integrity that enables governance with the capacity for "building bridges" via sustainable human relations on the basis of trust (with Kleio Akrivou)

**VII Congreso Internacional sobre Educación Digital y Gestión del Talento Humano CIFICOM2017**

Orlando, USA (May 16-18, 2017)

Presentation: ¿Entretenimiento masivo o aprendizaje significativo a distancia? El uso de las series de televisión como herramientas docentes para la enseñanza de la ética profesional en un curso masivo abierto a distancia (MOOC) (with María Teresa Nicolás and Armando Alemán)

**Thematic Doctoral Consortium: “Enterprise Before and Beyond Benefit: A Transdisciplinary Research Agenda for Prosocial Organizing”**

Ivey Business School, London, Canada (April 8-9, 2017)

Presentation: “The Logic of Gift: an Empirical Test”

**V International Colloquium on Christian humanism in Economic and Business: “Christian Humanism Challenged by Poverty, Inequality and Injustice”**

Konrad Adenauer Stiftung, Berlin (October 24-26, 2016)

Conference: “Insights from Catholic Social Teaching on ecology and its relationship with economic and human development”

**VI World Congress of the International Society of Business, Economics, and Ethics (ISBEE): *Ethics, Innovation, and Well-Being in Business and the Economy***

Shanghai Academy of Social Sciences, Shanghai, China (July 13-16, 2016)

Conference: “The logic of gift and social capital in the early development of financial institutions in Spain”

Panel: “Business Ethics in Latin America”

**II Congreso de Ética Profesional y Responsabilidad Social Universitaria**

UNAM, Mexico (May 11-13, 2016)

Conference: “Concepciones de ética profesional: la experiencia de los estudiantes de la Escuela de Ciencias Económicas y Empresariales”

**V ESHET Latin-American Conference on the History of Economic Thought**

Universidad Adolfo Ibañez, Santiago, Chile (November 25-27, 2015)

Conference: “Suarez and Modern Economic Theory”

**XII ALENE Latin-American Conference: Ethics, Innovation and Wellbeing in Latin America**

Universidad de los Andes, Santiago, Chile (November 22-23, 2015)

Working Paper: Anthropological foundation of innovation and Nonaka on Practical Wisdom (With Guillermo Fariñas)

**IFERA Regional Forum**

IPADE Business School, Mexico City, Mexico (November 10-13, 2015)

Working Paper: “Applying Nonaka’s model on Family business succession” (with María Galarza Heras)

**International Conference: Prudent Business: Practical Wisdom for Managers**

Humanistic Management Network and Weltethos Institut, Tübingen, Germany (October 8-9, 2015)

Conference: “Nonaka on Practical Wisdom”

**EBEN Research Conf. 2015: Philosophical Foundations of Business Ethics**

Copenhagen Business School, Copenhagen, Denmark (October 1-3, 2015)

Conference: “Gift, Economics and Society”

**International Workshop: Vigencia intelectual del siglo de oro. De la teología al hecho económico**

Universidad Francisco de Vitoria, Madrid, Spain (June 19, 2015)

Conference: “Moral economics in Manuel Rodríguez”

**IV International Colloquium on Christian humanism in Economic and Business**

IESE Business School, Barcelona, Spain (April 2021, 2015)

Seminar: “Gift, Economics and Society. Elements for an open debate”

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**WORK EXPERIENCE**

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**MOVESE - Nonprofit Association** (Rosario, Argentina) 2008

Founding Member and Executive Director

[www.moveuse.org](http://www.moveuse.org)

**THE ALTERNA GROUP S.A. - OPENWARE** (Rosario, Argentina) 2005-2008

Manager of Human Capital Development  
(Human Resources and Corporate Social Responsibility)  
Now Globant S.A. ([www.globant.com](http://www.globant.com))

**JOHNSON AND JOHNSON** (Buenos Aires, Argentina) 2002-2004

Responsible for Business Development in Retail  
([www.jnjarg.com](http://www.jnjarg.com))

**INTERNSHIPS** (3-9 months duration)

- *Universidad de Navarra, Institute for the Family, Pamplona, Spain (2009-2010)*
- *Universidad de Navarra, I.T. Department, Pamplona (2007)*
- *La Segunda, Human Resources Department, Rosario, Argentina (2001)*
- *Dana Argentina, Human Resources Department, Rosario (1999)*
- *Empresa Provincial de la Energía (EPE), Administrative Department, Pérez, Argentina (1998)*
- *Sociedad Italiana Hispano Argentina de Socorros Mutuos, Administrative Department, Pérez (1998)*

**HONORS**

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**Awards**

- Universidad Panamericana: *First Prize in XI Foro Universitas "Verdad, Fe y Cultura"* (2019)
- Universidad Panamericana: *Honoric Mention in X Foro Universitas "La Universidad en México y México en la Universidad"* (2018)
- Observatoire de la Finance (International Finance Observatory): "Ethics and Trust in Finance"  
Award: First Prize ex aequo Iberoamerican Edition, Geneva (<http://www.robincoSGroveprize.org>) (2013)
- Junior Chamber International Argentina: "*T.O.Y.P. Santa Fe 2004*" (*Ten Outstanding Young People of Santa Fe*) in *Personal achievements and self-improvement* (2004)

**Distinctions**

- CONACYT: Member of the National Research System, Mexico (Level 1, 2019-Present)
- CONACYT: Member of the National Research System, Mexico (Candidate, 2016-2018)
- *Highest Distinction (Summa Cum Laude) in PhD dissertation: "The Origins of Modern Economic Rationality"* (2012)
- *Highest Distinction in Master's degree dissertation: "Génesis del concepto de Interés Propio"* (2007)
- *Highest Distinction on Final Research Project: "Enriquecimiento del Trabajo. Una visión antropológica"* (2003)

**Scholarships and Funding**

- Research Grant: "Fondo de Fomento a la Investigación 2021", Universidad Panamericana
- Research Grant: "Fondo de Fomento a la Investigación 2020", Universidad Panamericana
- Invited Participant for the Global Business Ethics Teaching Workshop; The Hoffman Center for Business Ethics, Bentley University (May, 2020).
- Research Grant: "Fondo de Fomento a la Investigación 2019", Universidad Panamericana
- Short Research Stay, Instituto Cultura y Sociedad, UNAV, Fundación Carolina (2018).
- Research Grant: "Fondo de Fomento a la Investigación 2018", Universidad Panamericana.
- Invited Participant for the Workshop on "Teaching Professional Ethics through Experiential Learning", Georgetown University's McDonough School of Business, Washington, USA (June, 2018).
- Invited Participant for the 6th Summer Institute on History of Political Economy, Duke University, USA, (June, 2015).

- Scholarship for “PhD in Government and Organizational Culture” at the Institute for Business and Humanism, Asociación de Amigos, Universidad de Navarra (2009-2012).
- Invited Participant for the 13th STOREP Summer School on Economic History, Philosophy, and History of Economic Thought, in Acqui Terme (Italy) (2010).
- Young Scholar support for the VII Storep Conference on "The Shifting Boundaries between Public and Private in Economic", Trento (Italy) (2010).
- Scholarship for “Master’s degree in government and culture of organizations” at the Institute for Business and Humanism, Universidad de Navarra, Fundación Carolina (2007).

**Supervisor for final projects:**

- Claudia Rodríguez Valdivia, "Culturas organizacionales competitivas jaliscienses a favor del balance de vida y trabajo para madres que trabajan" (2020), Doctorado en Ciencias Administrativas, Instituto de Estudios Universitarios.
- Elena Paula Suárez Garza, "Desarrollo Integral de la persona en la organización: Una propuesta para una empresa mexicana" (2019), Maestría en Matrimonio y Familia, Universidad de Navarra.
- Lucía Ciardi, "Poder y autoridad en la organización: Una propuesta para la era post-burocrática" (2017), Maestría en Gobierno y Cultura de las Organizaciones, Universidad de Navarra.
- Evelyn Johanna Acevedo Duarte de León, “Templanza y prudencia en el gobierno financiero. Un estudio a partir de la obra de Eduardo Olier” (2016), Maestría en Gobierno y Cultura de las Organizaciones.
- Marina Scarafia, “El trabajo como oportunidad de desarrollo personal. Recuperando el valor del trabajo” (2009), Licenciatura en Ciencias Empresariales, Universidad Austral.
- Leila Nahel, “Negocios Inclusivos. Una solución innovadora para combatir la pobreza” (2008), Licenciatura en Ciencias Empresariales, Universidad Austral.
- Juan Manuel Souto, “Capital Social y redes. Hacia un nuevo paradigma de desarrollo” (2008), Licenciatura en Ciencias Empresariales, Universidad Austral.