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TABLE OF CONTENT

Editorial	3
Liviu Warter	
Intercultural Competencies and Leadership in Intergovernmental Organizations. Analysis on the Example of the Secretary General of the United Nations	5
Ani Gasparyan	
How DEI Failed and What to Do About It: Confronting and Eliminating All Forms of Intolerance	21
Hershey Friedman, Nakato Hirambo	
How Emotion Regulation and Educational Attainment Shape Vulnerability to Love Addiction in a Romanian Sample	37
Luisa-Diana Antoniac, Adina Karner-Huțuleac	
Ethics of the Relationship Between Managers. Observations on the Ethics of the Relationship Between Top Management and Middle Management in Certain State-Owned Companies in Romania	51
Aurelian Virgil Băluță, Raluca-Ana-Maria Dumitru	
The Concept of Proportionality in End-Of-Life Care. From Iura Et Bona to Samaritanus Bonus	67
Ioan Robu, Claudiu Eva	
Letter to the Editor	77
George Simons	
Book Review	81
Iulian Warter	

EDITORIAL

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I am honoured to present you the thirty-first issue of the Journal of Intercultural Management and Ethics (JIME).

The current issue includes interesting papers from various fields and from various countries, portraying the diversity of the research community and the cross-disciplinary approach of this journal.

Ani Gasparyan explores the intercultural leadership practices of two United Nations Secretary-Generals—Kofi Annan and António Guterres—through the combined lens of Deardorff's intercultural competence framework and the Global Leadership Competency Theory.

Hershey Friedman and Nakato Hirakubo reveal that despite substantial investment and widespread adoption, Diversity, Equity, and Inclusion (DEI) initiatives have largely failed to meet their objectives, often resulting in unintended adverse outcomes. Their paper identifies fundamental flaws in current DEI frameworks, including their narrow focus on specific demographic groups, the rigid formalization of racial categories, and the emergence of a profit-driven "DEI industrial complex."

Luisa-Diana Antoniac and Adina Karner-Huțuleac aim to examine how difficulties in emotion regulation can predict love addiction. Another central objective of their study is to identify differences in love addiction across levels of educational attainment. The main findings indicate that difficulties in emotion regulation positively predict love addiction, and that individuals with higher educational attainment (i.e., postgraduate studies) exhibit lower levels of love addiction compared to individuals with lower levels of education.

Aurelian Virgil Băluță and Raluca-Ana-Maria Dumitru's paper is a study of ethical problems observed on an empirical basis in several state-owned companies in Romania. The authors aim to bring to the attention of the research several ethical non-conformities in the relations between the top management and the middle management of some state-owned companies under the conditions of good relations overall.

Ioan Robu and Claudiu Eva show that the concept of proportionality, as reflected in the documents *Iura et Bona* and *Samaritanus Bonus*, is an important issue in Catholic bioethics, particularly in the care of terminally ill persons. Both documents emphasize the difference between ordinary (necessary) and extraordinary (optional) treatments and encourage the avoidance of invasive and painful measures that do not bring significant benefit. The authors analyze the application of the concept of proportionality through the lens of these two documents, and to reaffirm bioethical principles in the treatment and care of terminally ill persons.

George Simons reveals that some of the most painful prejudices and costly biases in today's worlds are focused on the appearance of individuals. There are two levels at which individuals and groups suffer from how they look to others: actual physical characteristics and how one dresses, makes up or comports oneself.

Iulian Warter shows that the book "Circulating Knowledge and Elites: Clouds and Crowds" by Sławomir Magala, explores the dynamics of knowledge dissemination, the role of elites, and the impact of technology and media on society. The book discusses the societal implications of artificial intelligence and the spread of knowledge. The book is a thought-provoking exploration of the interaction between knowledge, power, technology, and societal values. It requires for critical

engagement with the evolving dynamics of authority, truth, and collective action in a fast-changing world. *Circulating Knowledge and Elites: Clouds and Crowds* is essential reading for anyone seeking to understand the shifting dynamics of society in the early 21st century.

I would like to express my gratitude to all the colleagues who contributed to this journal, either as authors or as reviewers.

I am confident that you will value the articles in this issue of the Journal.