

## DAVID HESS

Ross School of Business, University of Michigan  
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### FACULTY APPOINTMENTS

#### *Ross School of Business, University of Michigan, Ann Arbor, MI*

2010- Associate Professor of Business Law & Business Ethics  
2006-2007 Bank One Corporation Assistant Professor of Business Administration,  
2003-2010 Assistant Professor of Business Law & Business Ethics

#### *Rutgers Business School, Newark & New Brunswick, NJ*

2001-2003 Lecturer, Department of International Business & Business Environment

### EDUCATION

The Wharton School, University of Pennsylvania, Philadelphia, PA  
Ph.D. in Management (Major Field: Corporate Strategy), 2003  
M.A. in Applied Economics and Management Science, 2000

University of Iowa College of Law, Iowa City, IA  
J.D. with *high distinction*, 1995

Grinnell College, Grinnell, IA  
B.A. in Economics, 1992

### AWARDS, OFFICES & PROFESSIONAL APPOINTMENTS

*Reporter*, American Bar Association, Criminal Justice Section, Task Force on Standards for Monitors, 2013-present  
*Board Member*, Global Business & Human Rights Scholars Association, 2018-present  
*Virginia Maurer Outstanding Ethics Paper Award*, Academy of Legal Studies in Business, 2013  
*Officer Rotation (Secretary, Vice-President & Program Chair, and President)*, Tri-State Academy of Legal Studies in Business, 2007-2010  
*Rising Star of Corporate Governance*, Millstein Center for Corporate Governance & Performance, Yale University, 2009  
*Faculty Pioneer Award - Rising Star*, The Aspen Institute, 2008  
*Outstanding Paper*, Tri-State Academy of Legal Studies in Business Annual Meeting, 2008  
*Faculty Award of Excellence - Early Career Achievement*, Academy of Legal Studies in Business, 2008  
*Outstanding Paper*, Tri-State Academy of Legal Studies in Business Annual Meeting, 2007  
*Best Paper*, Society for Business Ethics Annual Meeting, 2005

## PUBLICATIONS

### *Book*

Hess, D. (Reporter) & Goldstock, R. (Chair) (forthcoming). AMERICAN BAR ASSOCIATION STANDARDS FOR CRIMINAL JUSTICE ON MONITORS (awaiting full Standards Committee final approval).

### *Journal Articles*

Hess, D. & Bishara N. (forthcoming 2019). "Beyond Peace Doves: Respecting Human Rights and Combating Corruption in Mega-Sporting Events." *Boston University International Law Journal*, 37(2): \_\_\_.

Hess, D. (forthcoming 2019). "The Transparency Trap: Non-Financial Disclosure and the Responsibility of Business to Respect Human Rights." *American Business Law Journal*, 56(1): \_\_\_.

Hess, D. 2017. "Business, Corruption, and Human Rights: Towards a New Responsibility for Corporations to Combat Corruption." *Wisconsin Law Review*, 2017(4): 641-693.

Hess, D. 2016. "Ethical Infrastructures and Evidence-Based Corporate Compliance and Ethics Programs: Policy Implications from the Empirical Evidence." *New York University Journal of Law & Business*. 12(2): 317-368.

Hess, D. 2016. "Transparency and Respect for Human Rights." *Rocky Mountain Mineral Law Foundation Journal*. 53(2): 279-304.

Hess, D. 2015. "Combating Corruption in International Business: The Big Questions." *Ohio Northern Law Review*. 41(3): 679-696.

Hess, D. 2012. "Enhancing the Effectiveness of the Foreign Corrupt Practices Act through Corporate Social Responsibility." *Ohio State Law Journal*, 73(5): 1121-1144.

Hess, D. 2012. "Combating Corruption through Corporate Transparency: Using Enforcement Discretion to Improve Disclosure." *Minnesota Journal of International Law*, vol. 21(1): 42-74.

Ford, C. & Hess, D. 2011. "Corporate Monitorships and New Governance Regulation: In Theory, In Practice, and In Regulatory Context." *Law & Policy*, vol. 33(4): 509-541.

Hess, D. 2009. "Catalyzing Corporate Commitment to Combating Corruption: Understanding the Role of the Public Sector in Private Anti-Corruption Initiatives." *Journal of Business Ethics*, vol. 88(4): 781-790.

Ford, C. & Hess, D. 2009. "Can Corporate Monitorships Improve Corporate Compliance?" *Journal of Corporation Law*, vol. 34(3): 679-737.

- Hess, D. 2008. "The Three Pillars of Corporate Social Reporting as New Governance Regulation: Disclosure, Dialogue and Development." *Business Ethics Quarterly*, vol. 18(4): 447-482.
- Hess, D. & Ford, C. 2008. "Corporate Corruption and Reform Undertakings: A New Approach to an Old Problem." *Cornell International Law Journal*, vol. 41(2): 307-346.
- Hess, D. & Warren, D. E. 2008. "The Meaning and Meaningfulness of Corporate Social Initiatives." *Business & Society Review*, vol. 113(2): 163-197.
- Hess, D. 2007. "Public Pensions and the Promise of Shareholder Activism for the Next Frontier of Corporate Governance: Sustainable Economic Development." *Virginia Law & Business Review*, 2(2): 221-263.
- Hess, D. 2007. "A Business Ethics Perspective on Sarbanes-Oxley and the Organizational Sentencing Guidelines." *Michigan Law Review*, vol. 105(8): 1781-1816.
- Hess, D. 2007. "Social Reporting and New Governance Regulation: The Prospects of Achieving Corporate Accountability through Transparency." *Business Ethics Quarterly*, 17(3): 455-478.
- Hess, D. & Dunfee, T.W. 2007. "The Kasky-Nike Threat to Corporate Social Reporting: Implementing a Standard of Optimal Truthful Disclosure as a Solution." *Business Ethics Quarterly*, 17(1): 5-32.
- Hess, D., McWhorter, R. & Fort, T. 2006. "The 2004 Amendments to the Federal Sentencing Guidelines and Their Implicit Call for a Symbiotic Integration of Business Ethics." *Fordham Journal of Corporate & Financial Law*, vol. 11(4): 725-764.
- Hess, D. 2005. "Protecting and Politicizing Public Pension Fund Assets: Empirical Evidence on the Effects of Governance Structures and Practices." *University of California-Davis Law Review*, vol. 39(1): 187-224.
- Hess, D., Rogovsky, N., & Dunfee, T.W. 2002. "The Next Wave of Corporate Community Involvement: Corporate Social Initiatives." *California Management Review*, vol. 44(2): 110-125.
- Reprinted in Jeremy Moon & Jean-Pascal Gond (eds.), *Corporate Social Responsibility* (Routledge: Taylor & Francis, 2011).
  - Reprinted in Andrew Crane, Dirk Matten & Laura Spence (eds.), *Corporate Social Responsibility: Readings and Cases in a Global Context* (Routledge, 2007).
- Dunfee, T.W. & Hess, D. 2001. "Getting From Salbu to the 'Tipping Point': The Role of Corporate Action Within a Portfolio of Anti-Corruption Strategies." *Northwestern Journal of International Law & Business*, vol. 21(2): 471-490.
- Hess, D. 2001. "Regulating Corporate Social Performance: A New Look at Corporate Social Accounting, Auditing, and Reporting." *Business Ethics Quarterly*, vol. 11(2): 307-330.

Hess, D. & Dunfee, T.W. 2000. "Fighting Corruption: A Principled Approach." *Cornell International Law Journal*, vol. 33(3): 593-626.

Dunfee, T. W. & Hess, D. 2000. "The Legitimacy of Direct Corporate Humanitarian Investment." *Business Ethics Quarterly*, vol. 10(1): 95-109.

Hess, D. 1999. "Social Reporting: A Reflexive Law Approach to Corporate Social Responsiveness." *Journal of Corporation Law*, vol. 25(1): 41-84.

Hess, D. 1995. "Note, The Iowa Franchise Act: Towards Protecting the Reasonable Expectations of Franchisees and Franchisors." *Iowa Law Review*, vol. 80(2): 333-62.

### **Book Chapters**

Hess, D. (forthcoming 2020) "Ethics and Compliance Training," in D. Daniel Sokol & Benjamin van Rooij (eds.), *Cambridge Handbook on Compliance*. Cambridge University Press.

Hess, D. (forthcoming 2018) "Corruption and the Multinational Corporation," in Denis G. Arnold, Tom L. Beauchamp & Norman E. Bowie (eds.), *Ethical Theory and Business*. Cambridge University Press.

Hess, D. (forthcoming 2018) "Private Sector Corruption," in Cecily Rose, Michael Kubiciel & Oliver Landwehr (eds), *United Nations Convention Against Corruption: A Commentary*. Oxford University Press.

Hess, D. (forthcoming 2018) "Embezzlement of Property in the Private Sector," in Cecily Rose, Michael Kubiciel & Oliver Landwehr (eds), *United Nations Convention Against Corruption: A Commentary*. Oxford University Press.

Bishara, N. and Hess, D. 2014. "Human Rights and a Corporation's Duty to Combat Corruption," in R. Bird, D. Cahoy, and J. Prenekert, (eds), *Law, Business and Human Rights: Bridging the Gap*, pp. 71-93. Edward Elgar Publishing

Hess, D. 2014. "The Future of Sustainability Reporting as a Regulatory Mechanism," in D. Cahoy & J. Colburn (eds), *Law and the Transition to Business Sustainability*, pp. 125-40. Springer Publishing.

Hess, D. 2011. "Partnering Against Corruption Initiative and the Business Principles for Countering Bribery," in T. Hale and D. Held (eds), *The Handbook of Transnational Governance: Institutions and Innovation*, pp. 322-327. Polity Press: Cambridge, UK.

Hess, D. 2010. "Attorney Liability for Client Fraud: Lessons From the Conviction of Outside Counsel in the Refco Fraud," in *Corporate Governance 2010*, pp. 741-752. Practising Law Institute: New York, NY.

Hess, D. 2010. "Client Confusion on Corporate Counsel's Role: New Developments in the Ethical and Legal Minefield of Conducting Internal Investigations," in *Corporate Governance 2010*, pp. 753-774. Practising Law Institute: New York, NY.

Hess, D. 2010. "Ethics in Finance: Pension Funds," in John Boatright (ed.), *Finance Ethics: Critical Issues in Financial Theory and Practice*, pp. 359-372. Malden, MA: John Wiley & Sons.

Hess, D. 2009. "Corruption Issues in the Value Chain: Private-to-Private & Private-to-Public Corruption," in Transparency International, *Global Corruption Report 2009: Corruption and the Private Sector*, pp. 19-24. Cambridge University Press.

Hess, D. 2006. "Corporate Social Responsibility and the Law," in José Allouche (ed.), *Corporate Social Responsibility*, pp. 154-180. Hampshire, UK: Palgrave Macmillan.

Hess, D. & Impavido, G. 2004. "Governance of Public Pension Funds: Lessons from Corporate Governance and International Evidence," in A. R. Musalem & R. Palacios (eds.) *Public Pension Fund Management*, pp. 49-89. Washington D.C.: The World Bank.

Hess, D. & Dunfee, T.W. 2003. "Taking Responsibility for Bribery: The Multinational Corporation's Role in Combating Corruption," in Sullivan, R. (ed.) *Business and Human Rights: Dilemmas and Solutions*, pp. 260-271. Sheffield, UK: Greanleaf Publishing.

- Reprinted in Tom Beauchamp, Norman E. Bowie and Denis G. Arnold (eds.), *Ethical Theory and Business* (Prentice-Hall, 8th ed., 2008).

Useem, M. & Hess, D. 2001. "Governance and Investments of Public Pensions," in Olivia S. Mitchell & Edwin C. Hustead (eds.), *Pensions in the Public Sector*: pp. 132-152. Philadelphia: University of Pennsylvania Press.

### **Book Reviews**

Hess, D. (forthcoming 2019) "Research Handbook on Corporate Crime and Financial Misdealing." *Business Ethics Quarterly*.

Hess, D. 2010. "Pension Fund Governance: A Global Perspective on Financial Regulation." *Journal of Pension Economics & Finance*, vol. 9 (1): 158-59.

Hess, D. 2006. "Business Ethics and the Natural Environment." *Business Ethics Quarterly*, vol. 16 (4): 631.

### **News Media, Encyclopedia Entries & Other**

Hess, D. 2017. "Corporation's Duty to Promote Human Rights Includes Fighting Corruption." *Columbia Law School Blue Sky Blog*, Oct. 11, 2017.

Hess, D. 2015. "Business Ethics in the United States." *Encyclopedia of Management* (3<sup>rd</sup> edition). John Wiley & Sons.

Hess, D. 2008. "Responsible Investing Requires Full Disclosure." *Pensions and Investments*, June 9, 2008, at 12.

Hess, D. 2008. "If Kilpatrick were a CEO, he'd be fired: Ethical errors end corporate careers quicker than any other mistake." *Detroit News*, February 5, 2008, at 7A.

Hess, D. 2007 (revised for 2<sup>nd</sup> edition 2018). "Blue Sky Laws," "CAFE Regulations," "Chicago School of Economics," "Compensatory Damages," "Market for Lemons," "Negligence," and "Unfair Competition," in Robert W. Kolb (ed.), *Encyclopedia of Business Ethics and Society*. Thousand Oaks, CA: Sage Publications.

Hess, D., Fort, T., McWhorter, R. Krehmeyer, D. 2006. "Fostering a Culture of Trust: Implications of the Federal Sentencing Guidelines." *Business Roundtable Institute for Corporate Ethics Bridge Paper*.

Hess, D. & Dunfee, T.W. 2002. "The Private Sector Role in Alleviating Human Misery," in Daniele Giovannucci (ed.) *A Guide to Developing Agricultural Markets and Agro-enterprises*, World Bank (online book).

Hess, D. 2001. "Leadership" and "Leverage and Leveraged Buy-outs," in Jonathan Michie (ed.), *Reader's Guide to the Social Sciences*. London: Fitzroy Dearborn.

Dunfee, T. W. & Hess, D. 2000. "Bankruptcy," in *Grolier Multimedia Encyclopedia*. Bethel, CT: Grolier.

Hess, D., Dunfee, T. W. & Taka, I. 1998. *Nomura II: Japanese Business Ethics*. CaseNet, South-Western College Publishing.

### ***Works in Progress***

Hess, D. "Should Freedom from Corruption be a Human Right?: A Business and Human Rights Perspective."

Hess, D. "Behavioral Compliance and the Role of Chief Ethics and Compliance Officers."

Hess, D. "Investigation, Cooperation, and Settlement: The Appropriate Role of Non-Prosecution Agreements in Combatting Corruption."

### **PRESENTATIONS**

#### ***Invited Presentations***

Discussant, Business and Human Rights Scholars Conference. New York University, New York, NY, Sept. 2018.

“Human Rights and Non-Financial Disclosure: The Way Forward,” Business and Human Rights Symposium: Find the Human Face of Finance, University of Connecticut, Storrs, CT, Sept. 2018.

Panelist and Discussant, Corporate Compliance and Organizational Change Conference, Notre Dame Law School, South Bend, IN, April 2018.

“Nonfinancial Disclosures: Should We Change Our Expectations?” Big Ten Business Law Research Seminar, Penn State University, State College, PA, Jan. 2018.

“Managing Ethics in Organizations: Some Insights from Behavioral Science,” University of Michigan Compliance Committee, Ann Arbor, MI, Nov. 2017.

“Ethical Behavior in Business,” BDO Detroit’s Accounting and Tax Update, Troy, MI, May 2017.

“Respecting Human Rights,” Positive Business Conference. Ross School of Business, Ann Arbor, MI, May 2016.

“Transparency and Respect for Human Rights,” Conference: Public Regulation and Private Governance: Competitors or Collaborators? University of Connecticut, Storrs, CT, April 2016.

“Respect for Human Rights: An Overview of the Approaches and the Issues,” Rocky Mountain Mineral Law Institute Special Institute on Human Rights Law & the Extractive Industries, Panama City, Panama, Feb. 2016.

Discussant. Big Ten Business Law Research Seminar, Ross School of Business, University of Michigan, Ann Arbor, MI, Jan. 2015.

“Ethics in International Business: Combating Corruption to Respect Human Rights,” Conference: Normative Business Ethics in a Global Economy, Wharton School, University of Pennsylvania, Philadelphia, PA, October 2014.

“Combating Corruption in International Business: The Big Questions.” Conference: Who’s Afraid of the Foreign Corrupt Practices Act: Legal and Ethical Issues in Anticorruption Law, Ohio Northern University Law School, March 2014.

“The Future of Sustainability Reports as a Regulatory Mechanism.” Conference: The Impact of Law and Regulation on Transitioning to Business Sustainability, Penn State University. October 2013.

“Sustainability and the Social Impact of Business Schools.” AACSB International Annual Accreditation Conference. St. Louis, MO, Sept. 2013.

“Should There be an FCPA Compliance Defense?” (with N. Bishra). Conference on Public Sector Corruption and Private Business Firms, Wharton School, University of Pennsylvania, Philadelphia, PA. June 2012.

“Corporate Social Responsibility and the Enforcement of Anti-Bribery Laws.” Conference on Public Sector Corruption and Private Business Firms, Wharton School, University of Pennsylvania, Philadelphia, PA. June 2012.

“Integrity in Business,” Mercedes-Benz Financial Services. Farmington Hills, MI, May 2012.

“Corporate Social Responsibility, Business Ethics and the Foreign Corrupt Practices Act.” Conference: The FCPA at Thirty-Five and Its Impact on Global Business. Ohio State Law School, Columbus, OH, March 2012.

“Combating Corruption through Corporate Transparency: Using Enforcement Discretion to Improve Disclosure,” *Corporate Social Responsibility in a Globalizing World*, University of Michigan, Department of Sociology, Ann Arbor, MI, September 2010.

“Ethical Issues in Corporate Governance :Upjohn Warnings and Attorney Liability,” *Corporate Governance 2010 – A Master Class*, Practising Law Institute, New York, NY, February 2010.

Discussant on “Recidivism, Enforcement, and Environmental Compliance,” Erb Colloquium, University of Michigan, Ann Arbor, MI, November 2009.

“Investing to Create Value for Society,” Aspen Institute web conference. November 2009.

“Corporate Monitorships and New Governance Regulation,” (with C. Ford). New Governance and the Business Organization Conference, University of British Columbia, Vancouver, BC, May 2009.

“Institutional Reform and Novel Remedies in North American Securities Law Enforcement,” (with C. Ford). TMX Group Annual Lecture, Vancouver, BC, September 2008.

“Activist Investing.” Public Funds Roundtable, Institutional Investor Institute, San Diego, CA, April 2007.

“Public Pensions and the Promise of Shareholder Activism for the Next Frontier of Corporate Governance.” Huber Hurst Research Seminar, The Wharton School, University of Pennsylvania, Philadelphia, PA, February 2007.

“Improving Organizational Ethics Through Deferred Prosecution Agreements: A Bridge Too Far?,” Hosmer Faculty Lunch Speaker Series, February 2007.

“A Business Ethics Perspective on Sarbanes Oxley and the Organizational Sentencing Guidelines.” The Louis & Myrtle Moskowitz Conference on The Impact of Sarbanes-Oxley on Doing Business, University of Michigan Law School, Ann Arbor, MI, November 2006.

“The Three Pillars of Corporate Social Reporting as a Regulatory Mechanism.” Trans-Atlantic Business Ethics Conference, The Wharton School, University of Pennsylvania, Philadelphia, PA, October 2006



"The Kasky-Nike Threat to Corporate Social Reporting: Is a Standard of Optimal Truthful Disclosure a Solution?" (with T. W. Dunfee). Ethical Aspects of Commercial Speech Conference, George Washington University School of Business, Washington, D.C., February 2006.

Presenter and panelist. Symposium on "The Corporation." Erb Institute, University of Michigan, Ann Arbor, MI. October 2005.

"Protecting Public Pension Fund Assets: Empirical Evidence on the Effects of Governance Structure." Capital Matters Conference, Harvard Law School, Cambridge, MA, April 2005.

"Corporate Corruption." Ethics in the Public Eye Lecture Series, University of Michigan Health System, Ann Arbor, MI., March 2005.

"Optimal Truthful Disclosure and Corporate Social Reporting." *Anne Ballantyne Lecture*, McCombs School of Business, University of Texas, Austin, TX, January 2005.

"What Works and What Hurts in Protecting Human Rights in International Business." McCombs School of Business, University of Texas, Austin, TX, January 2005.

Discussant and panelist. Conference on "Contractarian Approaches to Business Ethics." The Wharton School, University of Pennsylvania, Philadelphia, PA, November 2004.

Presenter and panelist. Symposium on "The Corporation." Institute for Historical Studies, University of Michigan, Ann Arbor, MI. October 2004.

"Best Practices in the Governance of Public Pension Funds." World Bank Conference on the Principles of Pension Fund Management, Washington, D.C., May 2003.

Presenter and panelist. Cornell International Law Journal Symposium: "Fighting International Corruption and Bribery in the 21st Century," Cornell Law School, Ithaca, New York, March 31-April 1, 2000.

"Union and Employee Nominated Directors," National Center on Employee Ownership Annual Meeting, San Francisco, CA, April 1999.

"Governance and Investments of Public Pensions," (with M. Useem) Pension Fund Research Council Impact Conference, University of Pennsylvania, Philadelphia, PA, April 1999.

#### *Academic Association Conference Papers*

"Business, Sports and Peace: Respecting Human Rights and Combating Corruption in Mega-Sporting Events," Great Lakes Academy of Legal Studies in Business, Frankenmuth, MI, Oct. 2019.

Panelist, "The Effect of Corporate Social Responsibility/Irresponsibility on Stakeholders and Stakeholder Responses," Society for Business Ethics Annual Meeting, Chicago, IL, August 2018.

"Nonfinancial Disclosure & Human Rights: Why is it done, how is it done, who is it for, and what is the goal?" 24<sup>th</sup> Annual International Vincentian Business Ethics Conference. DePaul University, Chicago, IL. Oct. 2017.

"Nonfinancial Disclosure and Human Rights," Business and Human Rights Scholars Conference. Santa Clara University, Santa Clara, CA. Sept. 2017.

"Business, Corruption, and Human Rights: Towards a New Responsibility to Combat Corruption," International Association of Business & Society, Amsterdam, the Netherlands, June 2017.

"Business, Corruption, and Human Rights," Business and Human Rights Scholars Conference. University of Washington Law School, Seattle, WA, Sept. 2016.

"Business, Corruption, and Human Rights." Academy of Legal Studies in Business Annual Meeting, San Juan, Puerto Rico, August 2016.

"Combating Corruption and Respecting Human Rights: Bridging the Gap," 22<sup>nd</sup> Annual International Vincentian Business Ethics Conference, New York, NY, October 2015.

"Corporate Culture and Corporate Compliance Programs: Towards an Understanding of an Organization's Ethical Infrastructure." Academy of Legal Studies in Business Annual Meeting, Philadelphia, Pa, August 2015.

"Combating Corruption in International Business: The Big Questions." Academy of Legal Studies in Business Annual Meeting, Seattle, WA, August 2014.

"Can the Department of Justice Improve Corporate Ethics?: Deferred Prosecution Agreements and Corporate Monitorships in Practice." Society for Business Ethics Annual Meeting, Chicago, IL, August 2009.

"Can Deferred Prosecution Agreements Improve Corporate Compliance and Ethics?" Tri-State Academy of Legal Studies in Business Annual Meeting, South Bend, IN, October 2008.

"Three Pillars of Corporate Social Reporting as New Governance Regulation" Academy of Legal Studies in Business Annual Meeting, Long Beach, CA, August 2008.

"Corporate Corruption and Reform Undertakings." Tri-State Academy of Legal Studies in Business Annual Meeting, East Lansing, MI, November 2007.

"Public Pensions and the Promise of Shareholder Activism for the Next Frontier of Corporate Governance." Society for Business Ethics Annual Meeting, Philadelphia, PA, August 2007.

"Improving Corporate Philanthropy and Corporate Social Initiatives." International Association for Business and Society Annual Meeting, Florence, Italy, June 2007.

"Corporate Social Reporting: Disclosure, Dialogue and Development." 13th Annual International Conference Promoting Business Ethics, Niagara University, Niagara Falls, NY, October 2006.

"Sarbanes-Oxley and the Regulation of Organizational Ethics." Academy of Legal Studies in Business Annual Meeting, St. Petersburg, FL, August 2006.

"Corporate Social Initiatives as Strategic Responses to Institutional Pressures." (with D. E. Warren) Academy of Management Annual Meeting, Atlanta, GA, August 2006.

"Corporate Social Reporting as New Governance Regulation." Tri-State Academy of Legal Studies in Business Annual Meeting, East Lansing, MI, November 2005.

"The 2004 Amendments to the Federal Sentencing Guidelines and Their Implicit Call for a Symbiotic Integration of Business Ethics." (with T. Fort & R. McWhorter) Society for Business Ethics Annual Meeting, Honolulu, HI, August 2005.

"Social Reporting and Corporate Governance." Markkula Center for Applied Ethics Conference on the Accountable Corporation, Santa Clara University, Santa Clara, CA, February 2005.

"When Do Firms Adopt Meaningful Social Initiatives?" Interdisciplinary Committee on Organizational Studies, University of Michigan, Ann Arbor, MI, September 2004.

"The Kasky-Nike Threat to Corporate Social Reporting: Is a Standard of Optimal Truthful Disclosure a Solution?" (with T. W. Dunfee) Academy of Legal Studies in Business Annual Meeting, Ottawa, ON, August 2004.

"The Choice of Organizational Governance Form for Corporate Social Initiatives." Academy of Management Annual Meeting, New Orleans, LA, August 2004.

"Public Pension Fund Activism and the Symbolic Management of Shareholders," Academy of Management Annual Meeting, Washington D.C., August 2001.

"Getting Serious About Corruption: Corporate Strategies to Combat Corruption," (with T. W. Dunfee) Academy of Management Annual Meeting, Toronto, ON, August 2000.

"Legal Rights Under TANF: A Historical Perspective," (with J.J. Shook) Law and Society Annual Meeting, Miami, FL, May 2000.

"The Desirability (and Legality) of Direct Corporate Humanitarian Investment," (with T. W. Dunfee) Academy of Legal Studies in Business Annual Meeting, St. Louis, MO., August 1999.

“A Reflexive Law Approach to Legislating Corporate Social Responsiveness,” Society for Business Ethics Annual Meeting, San Diego, CA, August 1998.

## CONFERENCES AND COLLOQUIA ORGANIZED

Colloquium, “Corporate Compliance and Ethics: Current Issues in Law, Policy & Management.” Ross School of Business, University of Michigan, May 2018.

Colloquium, Big Ten Business Law Research Seminar (co-organized with Cindy Schipani), Ross School of Business, University of Michigan, January 2015.

Annual Conference (program chair), Tri-State Academy of Legal Studies in Business, Ross School of Business, University of Michigan, October 2009.

## TEACHING

### *The Ross School of Business, University of Michigan*

- *Business and Human Rights* (MBA)
- *Business and the Public Policy Process* (undergraduate thesis course).
- *Business Ethics* (Executive MBA)
- *Business Ethics and Accountability* (undergraduate)
- *Business and Leaders: The Positive Difference* (undergraduate)
- *Business Law and Ethics* (MBA)
- *Corporate Social Responsibility and Business Ethics* (undergraduate and graduate)
- *Cultural Norms in Global Business* (MBA)
- *Ethics and Negotiations for Accountants* (MAcc)
- *Ethics of Corporate Management* (MBA)
- *Law of Enterprise Organization* (undergraduate)
- *Legal and Ethical Environment of Business* (graduate)
- *Legal Environment of Business* (undergraduate)

### *Lectures & Workshops in Law and Ethics, University of Michigan*

- *Ross Leadership Initiative*, Ross School of Business (MBA)
- *Leadership in Plant Operations*, Ross School of Business (Executive Education)
- *Financial Engineering*, College of Engineering (MS)
- *Topics in Manufacturing*, Tauber Manufacturing Institute, Ross School of Business (MBA & MSE)
- *LEAD (Leadership Education and Development) Program*, Ross School of Business (high school)

### *Rutgers Business School, Rutgers, The State University of New Jersey*

- *Business, Government & Society* (undergraduate)
- *Legal Environment of Business* (MBA)

### *The Wharton School, University of Pennsylvania*

- *Corporate Social Responsibility and Ethics* (undergraduate)
- *Introduction to Management* (undergraduate)

## **EDITORIAL RELATED EXPERIENCE**

### ***Editor Positions:***

- Section Editor, *Business Law, Journal of Business Ethics*, 2012-2015

### ***Editorial Boards:***

- *American Business Law Journal*, Staff Editor, 2009-
- *Business Ethics Quarterly*, Board Member, 2011-

### ***Ad hoc Reviewer:***

- *Academy of Legal Studies in Business Annual Meeting Proceedings*
- *Academy of Management Annual Meeting*
- *Academy of Management Review*
- *Academy of Management Perspectives*
- *American Business Law Journal*
- *Business Ethics European Review*
- *Business Ethics Quarterly*
- *California Management Review*
- *Criminology & Public Policy*
- *Journal of Asian Business*
- *Journal of Business Ethics*
- *Journal of Management and Governance*
- *Journal of Management Inquiry*
- *Journal of Management Studies*
- *Journal of Policy Analysis and Management*
- *Osgoode Hall Law Journal*
- *Oxford University Press*
- *Regulation and Governance*
- *Routledge (book publishers)*
- *Society for Business Ethics Annual Meeting*
- *Socio-Economic Review*
- *Strategic Management Journal*
- *Thunderbird International Business Review*

## **SERVICE**

### ***The Ross School of Business & the University of Michigan***

#### **Faculty Director**

- Faculty Director, Center for Social Impact, 2014-2015
- Faculty Director, Nonprofit and Public Management Center, 2011-2014

#### **Committees & Other**

- Diversity, Equity and Inclusion Committee, 2017-18

- University of Michigan Committee on Course Evaluations Release Policy, 2015-16
- Community Values Committee, 2013-14, 2017-18
- Curriculum Committee, 2010-2017 (except 2011-12 academic year)
- Faculty judge for Dow Sustainability Fellows Program, 2012-17.
- Hiring Committee for Sports Management Faculty, School of Kinesiology, 2012-13.
- Social Impact Task Force Member, 2012.
- Faculty reviewer for William G. McGowan Fellows Program Scholarship Application 2010-2016.
- Walter V. Shipley Business Leadership Case Competition Judge for University of Michigan Entrants, 2008
- Steering Committee, President's Initiative on Ethics in Public Life, University of Michigan 2005-2008
- Business Law & Business Ethics Hiring Committee, 2005-2006
- Faculty Sponsor for Undergraduate Research Opportunity Program, 2004-2005

#### *Academic Associations & Other*

- Academy of Legal Studies in Business Annual Meeting Mauer Ethics Paper Award Judge, 2017-present
- Mentor, Society for Business Ethics Mentorship Program, 2016-17
- Academy of Legal Studies in Business Faculty Awards Committee, 2009-2013.
- Mentor, Academy of Legal Studies in Business Mentorship Program, 2009-11.
- Society for Business Ethics, Annual Meeting Best Paper Award Committee, 2009-2010
- Faculty Judge, Aspen Institute Dissertation Proposal Award, 2009

#### *Dissertation Committees*

- Joseph Warburton, Finance Department, Ross School of Business, University of Michigan (2009)
- Kate McGovern, Human & Organizational Systems, Fielding Graduate University (2009)